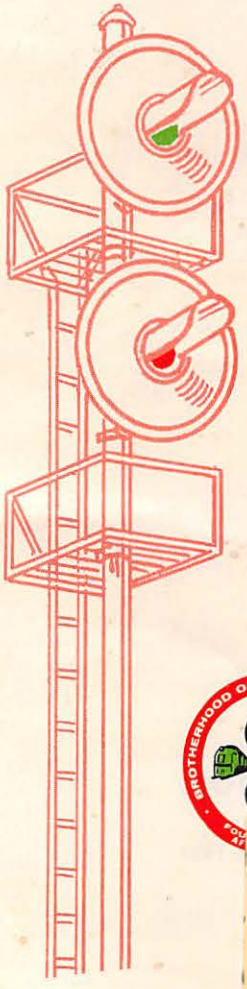
The SIGNALMAN'S Journal

Crossing safety programs continue to be effective

NOVEMBER, 1976



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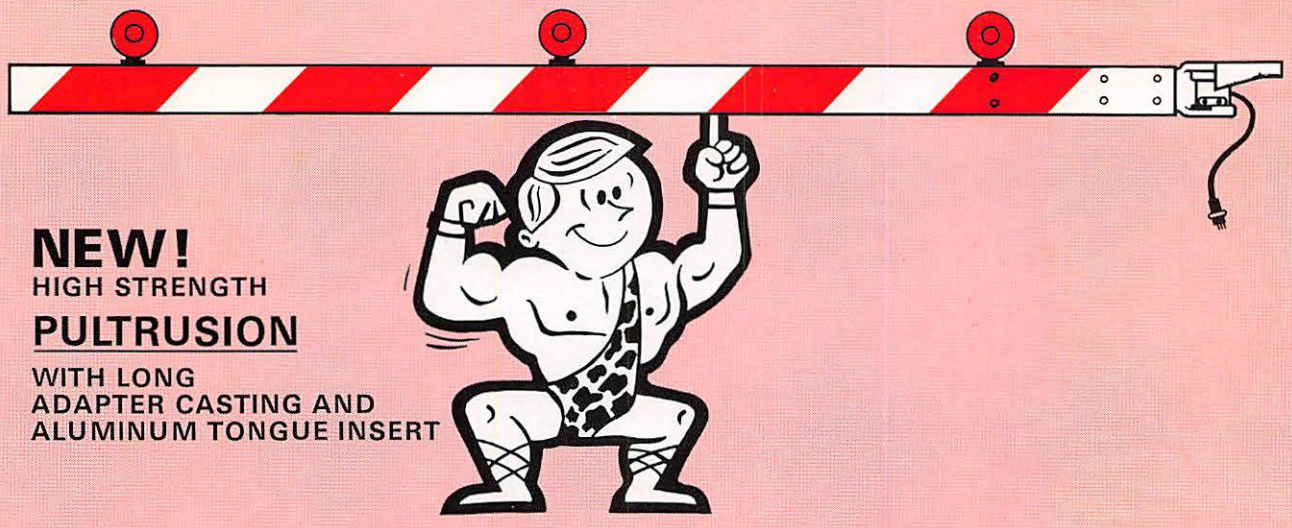

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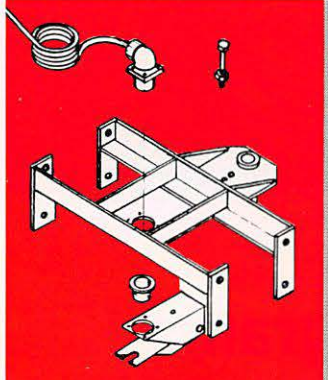

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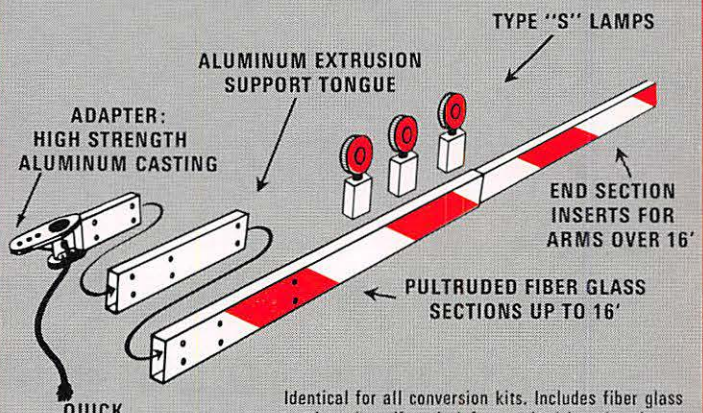
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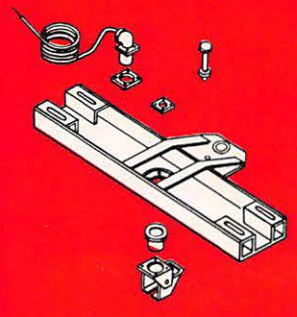

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Volume 57, Number 9 November 1976

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The SIGNALMAN'S Journal

OFFICIAL PUBLICATION BROTHERHOOD OF RAILROAD SIGNALMEN

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COVER: Highway-grade crossing warning devices are most effective when automatic half-gates are included, as shown here at a commuter rail line crossing of a city street.

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Chamberlain's Message

Methods for improving railroad labor productivity, employe training and what must be done to keep ConRail a viable carrier, were discussed in recent speeches by President C. J. Chamberlain.

On August 27, 1976 in New York, Chamberlain spoke to the American Society of Traffic and Transportation on "Improving Railroad Labor Productivity." An abstract of his talk follows:

A little over four years ago, the collective bargaining atmosphere unquestionably improved. For the most part, there has been considerable rethinking on the part of some railroad presidents. In addition, there has been a positive response or "green light" from railroad labor that we are receptive to making a positive effort to reach agreements the voluntary way in a true collective bargaining arena without the thought or threat of striking as the inevitable way to reach agreements.

Labor and management have worked together on the legislative front in many areas that have been beneficial to the industry as a whole and to the employes who make up the industry.

We see some encouraging signs on a few railroads. Management, employes and their unions are trying cooperative change instead of public acrimony. Task forces consisting of top rail and union officers are being formed to review the overall operation of their railroad and are endeavoring to make the changes needed which will result in the capturing of new market opportunities and create more jobs.

What has this to do with improving productivity? Simply this. Such cooperative activities are powerful indications of what can be done to restore a railroad to a competitive, viable company. However, such changes for the better can only come about if in addition to cooperation there is adequate communication among all levels of top and middle management and the rank and file worker. What do I mean by adequate communication? It simply means that it must be detailed sufficiently to clearly show the degree of change that is contemplated by the company. It must convey to all levels of the company's structure, in addition to all external audiences and the general public in particular, what changes are being made for the better.

Adequate communication must clearly show that the leadership is using the best talent and knowledge that is available to bring about necessary changes and improvements. People, being what they are, must have confidence in their leaders. They must be shown that judgment, integrity and leadership capabilities are reflected in any changes being made. They must be made to feel that they are playing a most important part in the changes being made and they must be encouraged to freely submit their ideas, views and opinions on a company's operation and how it can be improved.

I say to top and middle management that the most valuable resource and asset you have are your employes. If they are treated fairly and made to feel that their individual contributions to a company's operation are needed and appreciated, if they are made to feel that they are a part of the team and their efficient performance is necessary to the success of the company, there is no doubt in my mind how they will respond. And there is no doubt that with this type of asset, a company cannot be anything but a successful enterprise.

We believe that human values, compassionate consideration of one's employes, his needs and the frequent recognition by top management of the contribution each employe at any level makes to his company are essential ingredients to a successful productive and profitable operation.

We believe that the overall atmosphere of a successful company regardless of its size, must convey to each employe that he is a valued part of something great and not just a number that can be wiped out with a stroke of a pen or the issuance of an executive order.

We do not advocate abdication of top management's responsibility to lead and direct. The ultimate major decision making should and must be with them. We know that in every company there has to be a point where the buck passing stops. We do feel, however, that top management cannot lead and direct efficiently and effectively

MERRY CHRISTMAS

C. J. Chamberlain

J. W. Walsh

R. T. Bates

W. W. Lauer

W. W. Altus, Jr.

G. A. Harrington

J. T. Bass

A. Cunningham

W. D. Best

W. B. Harwell

C. S. Chandler

R. R. Mitchell

M. B. Frye

J. E. Hansen

J. E. Platt

R. W. McKnight

As we close our country's Bicentennial year and the 75th Anniversary of the founding of the Brotherhood of Railroad Signalmen, we extend our sincere best wishes and warm greetings for the Christmas Season. At this remembrance of the birth of the Christ Child, we express appreciation to all the members of our B of RS family for the many outstanding contributions you have made throughout the years, and especially in this double anniversary year of 1976. This is a time to remember that in many ways we are all dependent upon each other, and the success that we have obtained in the past is due in a large part to the unity among us. Our sincere thanks for your continued understanding and support to us in our efforts to maintain our Brotherhood as a vital service organization. We will continue to justify your trust and faith in us, and to serve you to the best of our ability. Warm best wishes for a joyous Holiday Season and we hope that the New Year will bring you health and happiness.

●

to the members
of our
B of RS family

without delegating responsibilities to the various levels which are most suited and equipped to handle them and this requires communication at all levels.

Top management might very well be surprised with some of the worthwhile ideas their labor forces would come up with to increase the productivity and profits of their overall operation.

Another key to real harmony of relations in this industry and increased productivity lies in how the employe is treated on the job. It also lies in how the employes' representative is treated when he brings a legitimate complaint to management. That's the level that needs a great deal of attention if improved labor-management relations between railroad presidents and railroad labor union presidents is to be a meaningful venture and beneficial to the railroad industry.

We have repeatedly stated that our most fervent hope is for all rail management to recognize that in their employ they have human beings with feelings, pride, dedication, dignity and the desire to be a part of something worthwhile. Recognition of these factors would go a long way toward insuring increased productivity.

Continuous dialogue among labor, management and employes is another ingredient that can greatly contribute to increased employe productivity. It cannot be confined to one of discussion at the time of confrontation.

By nature, generally, an employe will be loyal to the employer if treated right and provided a good environment for the performance of his job, and he will be loyal to his union if it is providing the proper protection, good benefits and job security.

Employe training is essential

Employe training was the subject of a talk by President Chamberlain before the National Transportation Apprenticeship Conference on September 28, 1976 in San Francisco, California. An abstract of this talk is presented:

Today's training needs fall into two main categories: (1) the training of new employes; and (2) the upgrading of skills of existing employes. Upgrading is most important in light of today's rapidly changing technology. New, more complex, more sophisticated equipment is being installed daily to replace older, worn out and sometimes technologically obsolete equipment. To be able to install and maintain the newer equipment, present employes certainly require additional training.

It is obvious that in the area of training there must be cooperation between labor and management. One of our continuing efforts to our members is that of providing the incentive, guidance and cooperation between our members and the railroads to insure that our members are properly trained.

Training employes cannot be a one-shot effort. It is an ongoing process because of the continuing advancements made in rail technology.

The problem we are faced with today is how to expedite our training programs. Unquestionably we must reduce the training time from the old 4 years to 2 years or less.

The railroad industry cannot afford the luxury of a leisurely acquisition by the employes of the proper knowledge and skills. The use of modern, up-to-date expedited training techniques is required now.

Fortunately, on some progressive railroads we have initiated programs of this nature that are very satisfactory and are producing worthwhile results.

These programs are mandatory and the new employe must be able to satisfactorily pass the tests or his service is terminated.

In our judgment, there is a joint responsibility for the employe, his respective union and the employer in the important area of training. For the employer, there is the responsibility to provide training for his employes. The employer has the added responsibility and obligation to work with the recognized union labor organizations representing his employes to provide not only proper training, but fair, equitable and improved wages for those receiving the training.

The employer should recognize and provide for wage differentials commensurate with the various skills. Naturally, the more highly skilled employe should command and receive a higher wage rate.

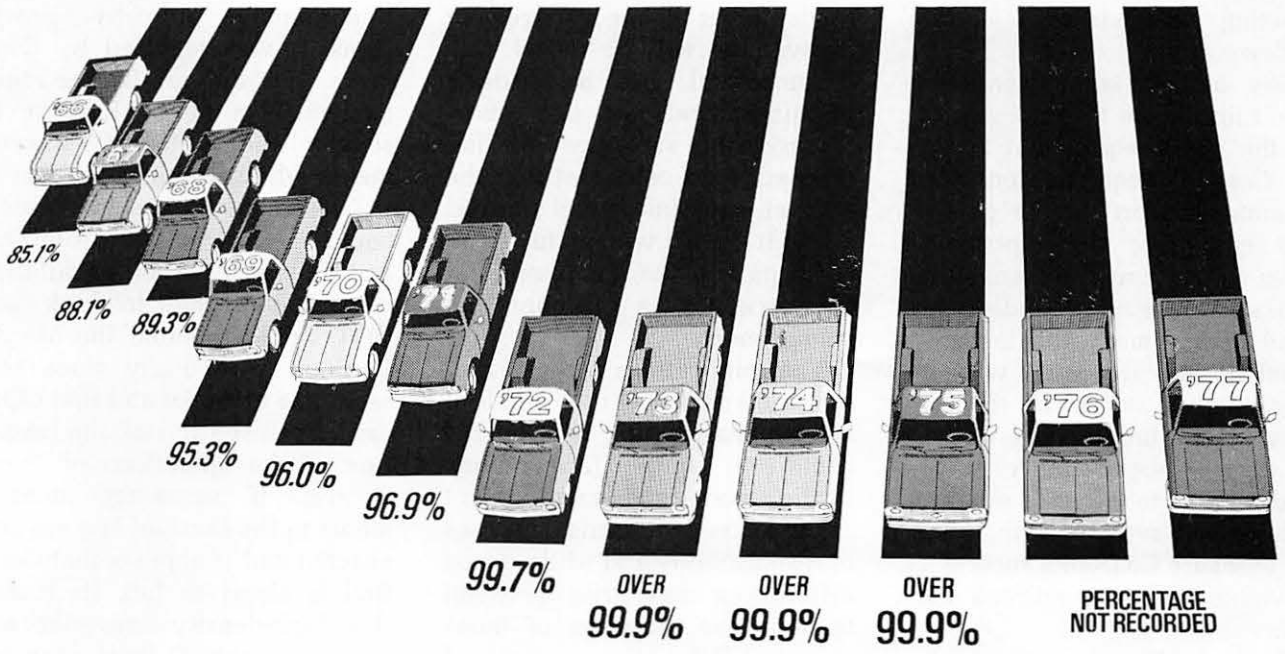
Responsibility of the employe is to fully master the training provided to raise his skill level and he must then be willing to use his increased skills to increase his productivity to his employer.

Both employe and employer benefit from proper training programs. The employer has a productive, skilled work force that can install, maintain and repair equipment with a minimum of down time and at a minimum of cost. Of course, considerable discretion must be used in expediting the training of employes. We must be careful that we do not run them through a training program too fast so that they are placed on jobs of responsibility when they are really not fully prepared to accept such responsibility.

The increasing number of personal injuries to the younger employes in the railroad industry indicates that some training programs are too short, as the statistics show that the shorter service employes are more prone to accidents.

The need for training employes particularly in the railroad industry is greater today than ever before in the history of the industry.

96% OF ALL CHEVY TRUCKS REGISTERED IN THE LAST 10 YEARS ARE STILL ON THE JOB.



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CHEVY TRUCKS

BUILT TO STAY TOUGH

Well trained employes are safer employes. Safer employes make for a more productive railroad and certainly a reduction in personal injuries and accidents has a favorable impact on the profit margin, which is also important.

ConRail must succeed

The impact of ConRail on labor and management was discussed by President Chamberlain at Boston, Mass. on September 23, 1976 before the Association of Railroad Editors annual meeting. An abstract of his talk follows:

We of rail labor were, and are, fully aware that the success of the novel experiment known as ConRail requires consistent strenuous effort on the part of the employes, the representatives of the employes and ConRail's management. Today railroad management and labor on ConRail are presented with an opportunity unique in the history of this industry, as well as a severe responsibility—a responsibility to exercise our best efforts both separately and jointly, to insure ConRail's success as a viable, efficient railroad carrier.

In an effort to insure as smooth and effective a transition as possible from Penn Central and the other railroads to ConRail, the Railway Labor Executives' Association created a committee consisting primarily of vice presidents of each of the labor unions affiliated with it. That committee meets at regular intervals with Al Egbers, vice president for labor relations, ConRail, his labor relations directors and Richard Kasher, ConRail director for the application of Title V. As a result of these meetings, potential disputes have been eliminated, problems involving the application of the protective provisions have been resolved, and misunderstandings have been corrected. It has been our experience that most of the labor relations problems arising in the day-to-day operation of a railroad are caused by an inability on the part of one or both parties to forestall the problem before it becomes an issue which must be resolved before an adjustment board or in the courts.

The RLEA subcommittee together with the representatives of ConRail management is forestalling those problems before they get out of hand. It is being accomplished by full communication between men of good will.

I am sure that as ConRail proceeds other labor-management innovations will be tested and, if successful, will be made a prominent part of the labor-management structure of that railroad. I am confident that the ConRail experiment will succeed and if it does it will be due in no small part to the continuing cooperative efforts of labor and management.

The implications for the railroad industry of this ConRail labor-management relationship could be quite far-reaching. While labor and management each has its own particular areas of responsibility and while strong differences may arise between them in the execution of those responsibilities, the example of the ConRail experiment may well serve to create an atmosphere in which all but the most basic differences can be eliminated.

The joint efforts of management and labor have extended well beyond labor relations and the initial enactment of the Regional Rail Reorganization Act. The labor organizations, ConRail management and indeed all who seek a strong Northeast railroad system, have vigilantly monitored the operation of the RRR Act and have sought amendments to that Act to eliminate flaws that have appeared in its provisions.

Furthermore, those who seek a healthy ConRail must continuously guard against the attempts to amend the Act with provisions which would place in the hands of the Executive Branch of our Government direct control of the future of ConRail. The Department of Transportation has sought the enactment of amendments to the Regional Rail Reorganization Act which would severely restrict, if not prevent altogether, ConRail's ability to become a viable rail carrier.

When ConRail was created, the Department of Transportation vigorously opposed effective employe protective provisions. It was rebuffed by Congress. DOT did not like the Final System Plan of ConRail, so it sought and obtained amendments which would authorize it to designate properties which could be removed from ConRail and transferred to other rail carriers. It is difficult to think that DOT would threaten the life of ConRail, particularly since rail service is essential and that DOT earlier refused to risk the cessation of the operations of Penn Central. If necessary amendments to the ConRail law are not enacted and it appears that ConRail is about to fail, its lucrative, high-density lines—the so-called "essential" lines—can be transferred to other railroads. Hundreds of communities would suffer and many thousands of shippers and employes would be seriously hurt, but the most lucrative, high-density lines would continue to be operated.

This transfer of former Penn Central, Lehigh Valley, Erie Lackawanna and other lines to strong railroad carriers such as Southern, Chessie or Norfolk & Western is a concept known as "controlled transfer." It is a concept long advocated by the Department of Transportation as the best solution to the Northeast Railroad Problem. It is a concept strongly opposed by almost everyone with an interest in the solution of that problem,

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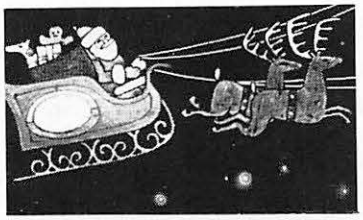
except DOT. And it is the concept which was effectively thwarted by the inability of DOT to force certain railway labor organizations to accept a Southern Railway-oriented agreement in the negotiations involving the Delmarva Peninsula properties of the Penn Central.

Because ConRail, the rail labor organizations, and Amtrak and the entire railroad industry, is confronted with a Department of Transportation which is determined to redesign the railroad face of America according to its whim, regardless of the long-term tragic effects to this nation, much less to this industry, it seems to me that the results of the cooperative efforts of labor and management and others in the conception, gestation and birth of ConRail will be destroyed unless the personnel of the Department of Transportation undergo a radical change—that may happen in January, 1977. If it does not, this industry, as a private enterprise, will expire.



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AMERICAN LUNG ASSOCIATION
The "Christmas Seal" People

News

Signalmen meet at Mt. Prospect, Illinois headquarters to discuss and determine guidelines for upcoming wage and fringe benefit negotiations that will commence next year. Chaired by President Chamberlain, the two-day meeting was held Oct. 20 and 21.

Wage and fringe benefit committee included (shown facing camera—left to right): President C. J. Chamberlain, Vice Presidents C. S. Chandler and J. W. Walsh.

Other committee members discussing wage and fringe benefits (shown facing camera, left to right) are: B. E. Britcher, general chairman, ConRail; R. R. VanVacter, general chairman, Santa Fe; G. G. Gross, general chairman, Seaboard Coast Line; and L. C. Sedlacek, general chairman, Union Pacific.

Working on the wage and fringe benefit committee are (facing camera, left to right): J. T. Bass, vice president; W. A. Class, Jr., general chairman, Burlington Northern; L. T. Davies, general chairman, Milwaukee Road; and W. D. Best, vice president.

These men (facing camera, left to right) J. R. McDonald, general chairman, Baltimore & Ohio; C. R. Vaught, general chairman, Southern; and J. E. Hansen, BofRS director of research, are on the wage and fringe benefit committee.

Signalmen join retired Superintendent of Signals, A. D. Moore in presenting him with a new interlocking tower nameplate. Shown here (left to right) are: James Sipe, committeeman from PATH Lodge 60; Thomas Kite, general chairman; A. D. Moore, and William Forman, signal repairman.

PATH names interlocking for signal superintendent

A. D. Moore officially retired early this year after many dedicated years of service on the Hudson & Manhattan and the Port Authority Trans-Hudson Corp.

On June 11, 1976 at a surprise ceremony held at the Journal Square Transportation Center in Jersey City, NJ, Moore witnessed a ceremony naming the new signal tower in his honor—"Moore Tower."

Many months before this occasion William Forman, signal repairman, wrote a letter to Vice President and General Manager, Louis Gambaccini of PATH, suggesting that the new tower be called "Moore Tower" to honor this dedicated man.

H. S. Gerth, general chairman for BofRS on C&NW, is flanked by C. J. Chamberlain, president BofRS (left) and L. S. Provo, former C&NW president.

Listening to remarks by C&NW officials are (left to right): H. S. Gerth, general chairman for BofRS on C&NW; V. D. Unger, assistant general chairman; and C. J. Chamberlain, president BofRS.

At a recent meeting at the BofRS Grand Lodge headquarters in Mt. Prospect, IL, officials of the Chicago & North Western met with BofRS officers. Shown here (left to right) listening to a point made by C. J. Chamberlain, president BofRS (far right) are: J. A. Barnes, assistant vice president and chief engineer; J. R. Wolfe, then vice president operations; L. S. Provo, president; R. W. Russell, vice president personnel and labor relations; A. E. Myles, assistant vice president labor relations; and J. E. Hansen, director of research BofRS. Since this picture was taken J. R. Wolfe has succeeded L. S. Provo as president. Mr. Provo died Oct. 19, 1976.

Crossing safety programs

Last year 910 persons were killed in rail-highway grade crossing accidents, down some 25% from 1974 when 1,221 were killed. This is just further evidence that the continuing efforts to improve safety at these crossings is effective. Among these efforts are the following:

—Infusion of federal funds for the removal of hazards at rail-highway grade crossings. In many instances these funds are for the installation of automatic warning devices, such as flashing-light signals and half gates.

—Continuing driver education programs. Special efforts are made by railroads and state highway departments to alert the public to the hazards found at these crossings.

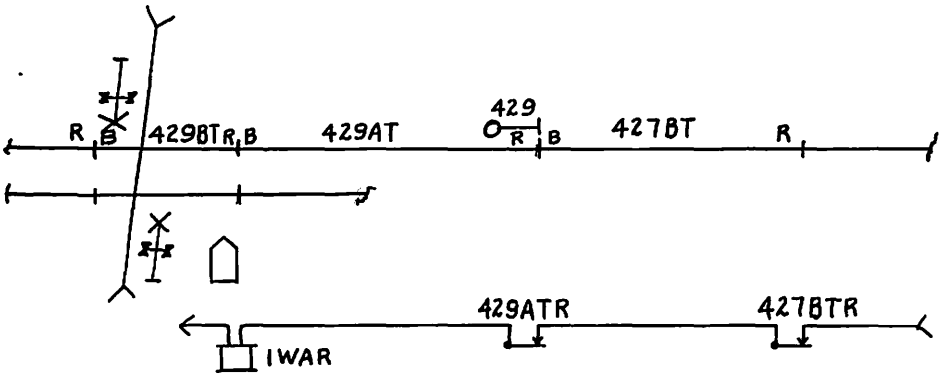
—Improving technology by manufacturers to increase effectiveness of warning devices, especially in the area of sensing train speeds toward the crossing.

—Information programs, surveys and studies showing the effectiveness of automatic warning systems in reducing accidents and fatalities at rail-highway grade crossings.

Some idea of the magnitude of the problem can be gauged by the figures developed by the National Grade Crossing Inventory and Numbering project that was completed last year. Of the 402,000 grade crossings, 219,000 are public at grade. Of this number, 50,370 are equipped with automatic warning devices.

Concerning federal funds for installing crossing warning systems, the problem can be brought into focus when one realizes that 57,000 crossings are on federal-aid highways, while 162,000 grade crossings are on state, county and city streets.

Fortunately, there are federal funds available for installation of these warning devices at both federal and non-federal highways and streets. For example, for the fiscal year ending Sept.



A TALE OF THE RAILS

By Paul Brannen

The following tale is true, and I believe it illustrates several important points in rapid trouble shooting.

The locale is a double track main line, each track having a two-block, three-indication automatic signaling system for the normal direction of traffic, with right-hand running. A highway grade crossing is protected by flashing light signals, with line controlled approach relays for both normal and reverse running, and conventional island track circuits. The track circuits are non-coded direct current, with the track relays located at the normal entering end of the circuit. The accompanying diagram shows the pertinent portion of the crossing signal controls.

To obtain sufficient warning time, the westbound approach circuit is carried over front contacts of the two consecutive track relays in approach to the crossing, 429ATR and 427BTR, in view of the location of signal 429. The remaining circuitry is conventional and is omitted for the sake of clarity.

As I drove up to the crossing late one night, the flashers were operating for an eastbound freight train passing over the crossing. The vehicle waiting directly ahead of me was a signal department truck, and at that hour of the night, I assumed they must be out on a case of trouble. Sure enough, when the eastbound train cleared the crossing, the flashers continued to operate, even though nothing showed up westbound. Traffic moved cautiously across the tracks, and the signal truck pulled into a parking spot beside the tracks, followed by yours truly. Like an old fire horse who wants to go when he hears the bell, I just had to get into the act.

The two signalmen confirmed my suspicion, that the flashers had been reported as operating continuously. The instrument case adjacent the crossing was opened and they checked the condition of the relays visually. It was quickly noted that the westbound approach relay 1WAR was down, although nothing was coming West.

continue to be effective

30, 1977, $73,312,500 has been apportioned to eliminate hazards at rail-highway grade crossings off the federal-aid highway system. As with the original bill, probably half or about $35 million would be available for the installation for crossing warning devices. For federal-aid highways, but not the Interstate System, $122,187,500 has been authorized by the Secretary of Transportation to eliminate hazards at rail-highway grade crossings during the fiscal year ending Sept. 30, 1977. Here again, about half the funds or something like $60+ million could be used for installation of automatic crossing warning systems.

In the area of public education, continuing efforts are being put forth. A couple of examples will indicate the type of programs that are effectively being carried out today. "Operation Lifesaver" is the name of a campaign recently started in Illinois. Designed to increase driver awareness of the dangers of ignoring warnings at rail-highway grade crossings, the campaign is a cooperative effort by the State, the Illinois Grade Crossing Safety Council and the Illinois Railroad Association. The campaign's goal is to reduce train-vehicle accidents and fatalities in the state.

In Illinois 5,699 or 35.7% of the 15,985 grade crossings are equipped with automatic warning devices. Unfortunately, 460 accidents last year occurred at grade crossings with automatic warning system. The total number of accidents at grade crossings last year was 704. During the last three years, accidents at crossings equipped with active warning devices has risen 32%.

According to *Illinois Central Gulf News,* the campaign includes film presentations before civic groups and schools, posters, advertisements, public service announcements on radio and

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Remarking on this fact, the signalmen closed and locked the case and headed for their truck, explaining that they were then going to drive to the location of signal 429, some three or four hundred yards east of the crossing, to check the condition of track relay 429ATR.

Up to this time I had kept quiet and watched, since it was not my show. I was puzzled by the fact that there had not been a volunteer check of the incoming approach relay control circuit to see if it was energized, since the trouble could have involved the case wiring or an open circuit in the relay coils (rare, but it does happen). Also, although the battery feed for track circuit 429AT was in the housing, there was no ammeter check made to see if current was going to the track, and if so, how much.

At this point I could not restrain myself any longer. I asked, "Before you leave, don't you think you should check the voltage across the rails?"

They agreed that it might be a good idea. The voltage across the rails was zero. Seconds later the broken bootleg connection was found. A westbound freight train had been reported out of the yards some miles to the East. To give him a high green, the meter leads were connected together under one terminal of the Model 280, and the jumper thus formed was used to bridge the broken connection. The flashers stopped immediately, showing that it was a case of 429AT track circuit being deenergized which caused the trouble.

A new bootleg connection was prepared and meanwhile, the westbound freight went by at a speed that clearly showed that he had not been held up by restrictive signal indications. Then the new bootleg connection was installed, all was restored to normal, and everyone involved went home.

Now I know that the signalmen would have found the trouble sooner or later, by the very simple process of elimination. But I was flabbergasted that they were taking the hard and long way to find the trouble, from my viewpoint. Here is the way I would have gone about it.

First, after finding the relay 1WAR down, I would have made a voltmeter check to see if there was energy on the control circuit where it entered the case. Finding that the circuit was deenergized, I would have considered the first track circuit involved in that control circuit, 429AT. Since the feed for that circuit was in the case at the crossing, I would have checked the current to the circuit, which would have been zero or close to it, indicating an open circuit or an abnormally high resistance. The subsequent rail voltage check would have pinpointed the trouble to the feed connections, and location of the broken bootleg connection would have followed.

The moral is—Check all possible causes and symptoms of trouble at the location where you are before going on to another location. It is just not enough to find the trouble and remedy it, the idea is to find it quickly so that the traffic is kept moving.

television, bumper stickers, news and feature stories, and special literature. The state educators will help incorporate the "life saver" message in driver education programs and a soon-to-be revised "Rules of the Road" driver license training manual will include a special emphasis on grade crossing safety.

All ICG employes in Illinois have been encouraged to contact church, civic, school and other community groups to give presentations and show the ICG-produced film "Any Time is Train Time." Prints of the 16 mm, color, sound film are available from Allen Southall, manager-audio-visual services, Illinois Central Gulf Railroad, corporate relations, 233 N. Michigan Ave., Chicago, IL 60601.

State and local police departments are helping also. Law enforcement officers talk at schools and other organizations. A stepped-up enforcement program is also to be started. Officers at state, county and local levels are urged to increase motorist and pedestrian awareness of the hazards of not obeying grade crossing warning signals and the laws relating thereto. ICG personnel are continuing the "near miss" program of reporting to supervisors instances where vehicles nearly collide with trains.

Many railroads across the country and in Canada have found the "near miss" program to be effective in bringing to the attention of the motorist the hazards of not obeying warning signs or looking for trains at rail-highway grade crossings. Seaboard Coast Line is using the "near miss" program effectively on school bus drivers. If a school bus drives in front of an SCL train, the engineer radios the bus number to the dispatcher. Usually within an hour, SCL is able to trace the bus and report the unsafe driving practice to school authorities.

In Illinois, the railroads are also working with auto insurance companies, non-rail labor unions and bus operators in getting the message about the importance of observing the automatic warning devices at rail-highway grade crossings, as well as being alert to the presence of trains at crossings equipped with passive signs.

Dr. John W. Porter (left) Michigan superintendent of public instruction, receives a box of 700 films from John H. Burdakin, president, Grand Trunk Western. The 13-minute slide film "They Can't Stop" will be distributed to Michigan's high schools for use in driver education programs.

Driver education in Michigan gained tremendously late last year as a result of action taken by the Grand Trunk Western. GTW donated 700 copies of its 13-minute, color, sound slide presentation titled "They Can't Stop" to the Michigan Board of Education for use in the state's high school driver-education programs. "This generous gift helps provide one more safety dimension to the driver-learning process," said Dr. John W. Porter, Michigan superintendent of public instruction. The safety film will also be shown at regional school bus driver education programs conducted annually for nearly 15,000 school bus drivers in the state.

The film's message includes the fact that trains cannot steer around motor vehicles. Also, a 100-car train traveling at 60 mph takes 100 seconds and nearly a mile to come to an emergency stop. Too often by the time the engineer sees something in his path, it is too late for him to do anything about it.

The film, using sound effects, music and attention-getting graphics, opens with a showcase of crossing warning devices. It emphasizes that the railroad cannot protect motorists, it can only warn them of impending danger. Also, included is a review of state laws regarding crossing regulations.

Over twenty railroads and organizations in several states, as well as educational and highway interests in more than a dozen states have shown interest in the film or purchased copies. For details write Art Fettig, employee communications officer, Grand Trunk Western Railroad, 25 E. Dickman, Battle Creek, MI 49016.

How effective are these coordinated programs of railroads, state authorities, civic groups, law enforcement agencies, etc. in reducing accidents and fatalities at rail-highway grade crossings? Very effective say those who have been involved. Take just one example, namely the state of Georgia and its Operation Lifesaver program.

Ronald D. Elliott, executive vice president, Georgia Safety Council, said 24 people died at Georgia grade crossings in 1975 —a 65% drop from the 69 who died in 1974. "This goes way beyond even our expectations when we started 'Operation Lifesaver' last year. We hoped to cut the number of deaths in half—and we knew that would be difficult. But we've done even better. And this is just the beginning. We're going to keep the program going this year. We're hoping to bring about another reduction in fatalities.

"We had fantastic cooperation from everyone—from the media who publicized our efforts, from the local communities that took part, from the police who enforced Georgia's stop sign law, from the railroads who did everything they could to make sure we succeeded," Elliott said.

"Operation Lifesaver" was a two-part program involving education and enforcement.

Robert W. McKnight (left) editor and manager, The Signalman's Journal, accepts award for the magazine from John McHugh, manager publications, Pullman-Standard Division, Pullman, Inc., and chairman of the awards committee, Association of Railroad Editors. TSJ won a distinguished service award for outstanding achievements in the area of labor-management understanding. The award was presented at the annual meeting of ARE in Boston, Mass, on Sept. 23, 1976.

"We used just about every tool we could—news releases, television spots, radio spots, civic club appearances, slide shows, newspaper ads—to educate drivers on the dangers at grade crossings.

"We also encouraged local communities to put up and enforce stop signs at dangerous grade crossings.

"I guess you could say these efforts worked," Elliott said.

He noted that major reductions were also reported in injuries and accidents at grade crossings. The number of injuries fell more than 20% in 1975 compared to 1974—from 186 to 148. The total number of accidents was off nearly 10%, from 395 to 357.

The smaller drop in accidents is because reporting standards were changed in 1975. Before then accidents were reported only if they involved fatalities, injuries or substantial property damage. Now all accidents—even those involving only minor damage are included.

"Particularly noteworthy," according to Elliott, "was the fact that accidents this year were less serious than they were in 1974 when every sixth accident resulted in a death; last year the figure was every fifteenth accident.

Sponsoring organizations for "Operation Lifesaver" include the Georgia Safety Council, Safety Militia, the Office of Highway Safety, the Governor's office and the state's railroads.

One thing most of these safety programs show is that installation of automatic warning devices do save lives. Looked at in hard economic terms, the cost effectiveness of railroad grade crossing warning systems is very favorable. In speaking to the Congress earlier this year Sen. Richard Stone of Florida, said that Georgia had used funds under the 1973 Federal Aid Highway Act to install 188 grade crossing signals in 1975. "Recent reports from their state department of transportation indicate that the total cost of their 1975 program was recovered by the reduced costs resulting from fewer accidents.

"A recent report published by the California Public Utility Commission indicates that the installation of automatic signals has resulted in 86% reduction in deaths and an 80% reduction in serious injuries. These results illustrate the economic and safety benefits of this safety program," Stone said.

Sen. Stone also urged his colleagues to retain categorical funding for railroad-highway safety improvements in the 1976 version of this highway aid act. This was done, and the Congress passed a bill providing $287.5 million for safety programs on the federal aid highway system and an additional $168.75 million for projects off federal-aid highways. These funds are authorized through September 30, 1978. As with present federal funding under the Highway Act, the funds are available to the states until Sept. 30, 1980.

Local Lodge News

Cairo Lodge 51 held a retirement dinner July 10 to honor various retired members. Shown here, left to right: First row—Brother and Mrs. L. R. Griffith; Mrs. and Brother E. R. Bell. Second row—Brother and Mrs. P. N. Covington; Mrs. and Brother H. E. Johnson; Mrs. and Brother H. E. Koenegstein. Back row—Brother and Mrs. J. W. Davis; Brother and Mrs. R. L. Lipe; Brother and Mrs. B. E. Spalding; Mrs. and Mr. J. Poole (guests of the Spaldings); Brother C. E. Heern; Mrs. and Brother B. J. Woodruff; Mrs. and Brother H. E. Williams; Mrs. and Brother E. Waddington; Mrs. and Brother I. S. Nicholson; Brother and Mrs. C. S. Chandler.

ICG Lodge 51 honors its retired members

Local 51, which consolidated with Local 202 in 1966, honored its retired members, Brothers E. R. Bell, L. R. Griffith, H. E. Koenegstein, H. E. Johnson, and P. N. Covington, with an impressive dinner at the Ramada Inn in Paducah, Ky., on July 10, 1976. Brother E. R. Bell, age 78, retired on a disability annuity March 8, 1958, with 37 years of service. Brother Bell is a former member of Local 46 and member of Local 202 at the time of his retirement. He rose to the rank of foreman and was signal maintainer at Fulton, Ky., at the time of his retirement.

Brother L. R. Griffith, age 78, retired December 31, 1967, with 51 years of service. Brother Griffith was general chairman a short time before becoming supervisor of signals at Carbondale, IL, the position he held at the time of his retirement.

Brother H. E. Koenegstein, age 68, retired August 30, 1972, with 36 years of service without missing a single day of service. Brother Koenegstein held the position of local chairman and was very active in Brotherhood work. He was signal maintainer at Anna, IL at the time of his retirement.

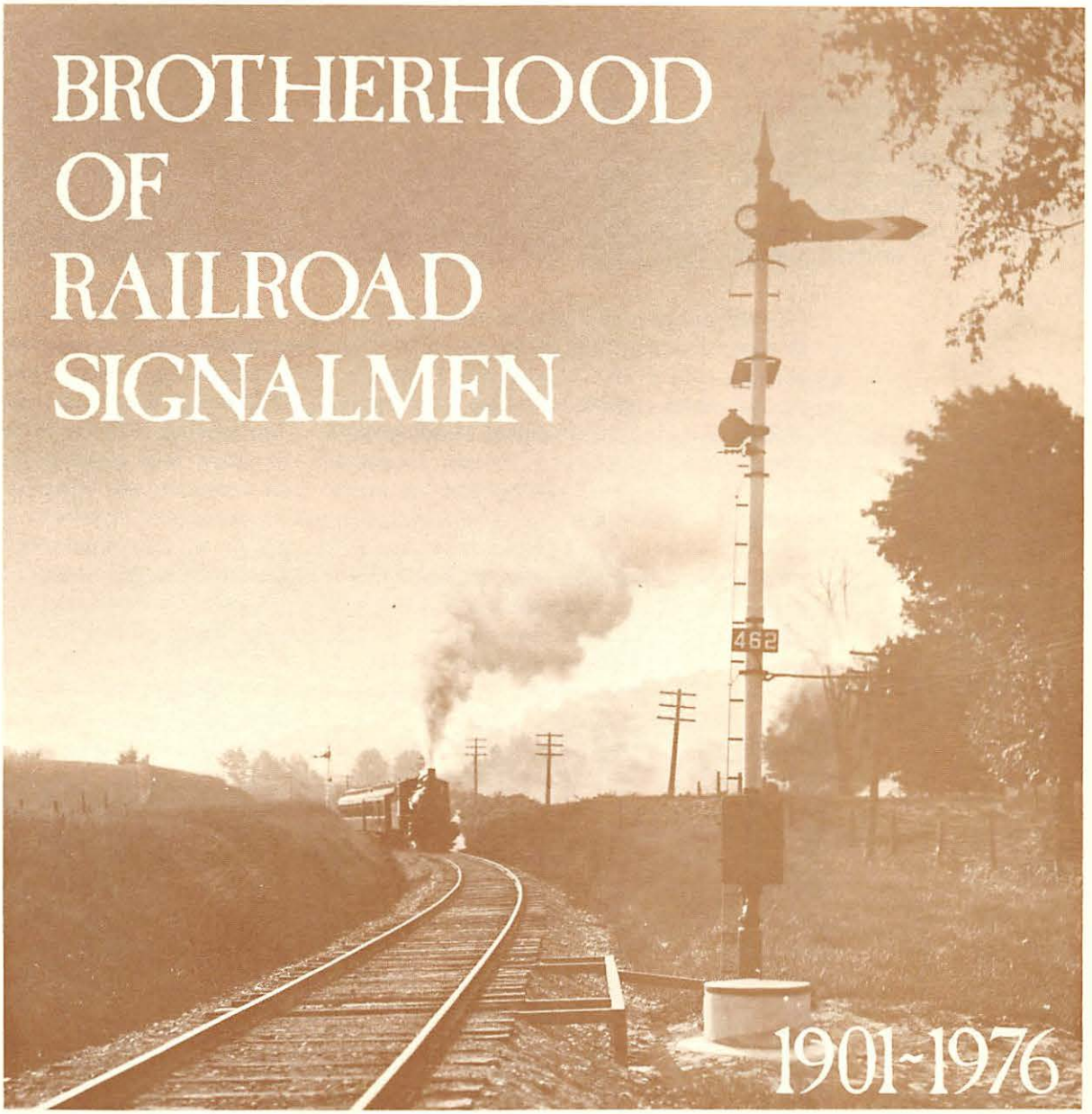
Brother H. E. Johnson, age 61, retired October 2, 1975, with 30 years of service. Brother Johnson was a signal helper at the time of his retirement.

Brother P. N. Covington, age 60, retired January 30, 1976 with 36 years of service. Brother Covington, a former member of Local 162 and charter member of Local 202, held the positions of chief signalman and secretary-treasur-

(Please turn to page 49)

Illinois Central Gulf retirees from Cairo Lodge 51 were honored recently at a dinner in Paducah, KY. Honored retirees (left to right) seated are: Brothers P. N. Covington, H. E. Johnson, L. R. Griffith, E. R. Bell, and H. E. Koenegstein. Standing (left to right) are: Brothers H. E. Williams, secretary-treasurer; B. E. Spalding; R. L. Lipe; C. E. Heern, chief signalman; I. S. Nicholson, local chairman-north; J. W. Davis, local chairman-south; B. J. Woodruff, general chairman; C. S. Chandler, BofRS vice president; and E. Waddington, former general chairman.

BROTHERHOOD OF RAILROAD SIGNALMEN



1901-1976

Mr. Wallis must have been an unusual railway official for that day and age. After listening to the three principal requests of the committee of railroad signalmen: (1) that wages should be increased from 14¢ to 25¢ an hour; (2) that the signal maintenance workers on the division should be in a separate signal department instead of in the track department; and (3) that the men should be given better opportunities to learn the new electro-pneumatic interlocking equipment which was appearing on the scene, he inquired if the men were "organized." He evidently was interested in learning if the five men with whom he was talking were authorized to speak for all of their fellow employes on his division or if he might be approached later by individuals or by another group presenting different requests. He recessed the conference with the suggestion that before he could give any favorable consideration to the requests of the committee they would have to show him that they were organized and authorized to represent all or a majority of the signalmen on the division. He indicated that another meeting would be held when they could do this.

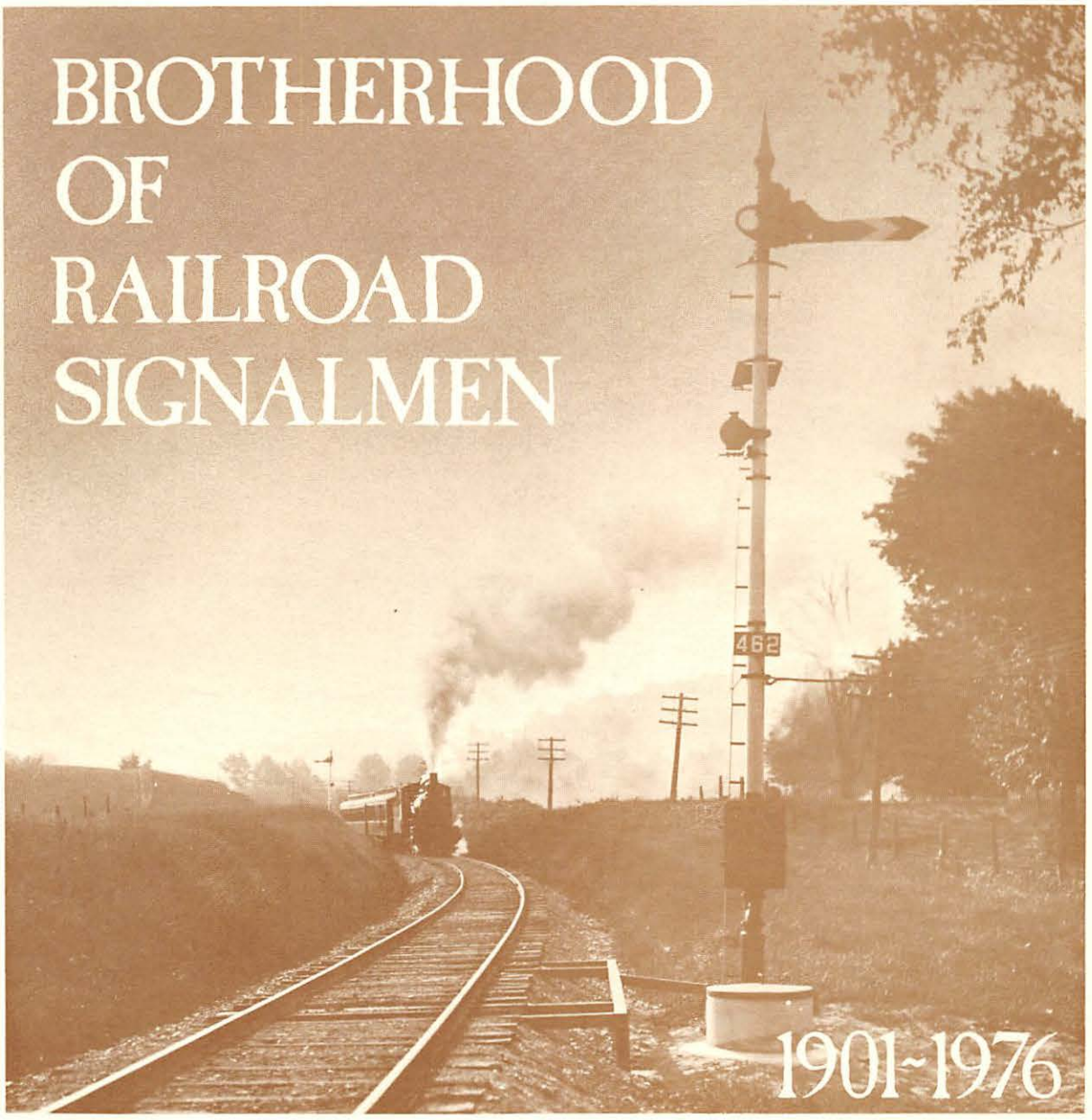
To J. V. Judge and his associates this was doubtless an unexpected but welcome development. The highest level of management accessible to them had invited if not urged them to get organized so that they could engage in collective bargaining in a responsible manner. They immediately decided to undertake the job of "getting organized."

Creating a Local Union

The Judge committee, after reporting back to their associates, approached three of the existing labor organizations which then represented railroad employes in Altoona: the Brotherhood of Trainmen, The Order of Railroad Telegraphers, and the Car Builders' Union, and each in turn rejected the idea that they could admit railroad signalmen into membership under the terms of their constitutions.

Mountain City Lodge No. 1 had a delegation in the 1904 Labor Day parade in Altoona, Pennsylvania.

BROTHERHOOD OF RAILROAD SIGNALMEN



1901-1976

Birthplace of the Brotherhood was "BO" Tower on the Pennsylvania Railroad in Altoona, Pennsylvania. The tower had been altered by 1930 when this picture was taken. In 1901, it was probably a mechanical plant.

Material in this special section is abstracted from President Emeritus A. E. Lyon's book "The First 75-History of the Brotherhood of Railroad Signalmen 1901-1976." Copies are available at $9.95 per copy. Send check or money order, payable to the Brotherhood of Railroad Signalmen, 601 West Golf Road, Mt. Prospect, Illinois 60056. Copyright © 1976 by Arlon E. Lyon.

The Start

Seventy-five years ago the Pennsylvania Railroad's main line from Altoona to Harrisburg, a distance of about 132 miles, was an operating unit called the Middle division. There were 14 interlocking plants on the division, all but two of them were so-called mechanical plants with pipe-connected switches, derails and signals. One must assume that the safe and efficient maintenance and operation of this signal and interlocking system on such a busy multiple track railroad was a matter of importance. At least at some points, such as B O tower at the west end of the Altoona yards, there was a day and night shift maintenance operation with a signal maintainer and a helper on duty at all times.

The total number of signal maintenance workers on the Middle division in 1901 is unknown, but soon after the men got fully organized the rolls of their local union totaled as many as 78. They considered themselves to be skilled workers as indeed they were. Anyone familiar with the widely varied work which was required to install, repair and maintain an interlocking plant would have to agree with that judgment.

These men were really composite mechanics. They performed all of the skilled and semi-skilled duties of a half dozen or more of the so-called

skilled trades. A mechanical interlocking plant was not a simple or easily maintained collection of levers, pipe lines, cranks, compensators, detector bars, bolt locks, switch and lock movements, time releases, locking beds, etc. A successful maintainer had to be both skilled and responsible. The safe and expeditious movement of trains had to be his main goal and he was really one of the key men in the successful operation of trains.

It was not strange, therefore, that such men in and near Altoona aspired to a higher wage than the 14¢ an hour—or $1.40 per day—they were receiving. They described such wages as those of a laborer. They also wanted recognition. They were unhappy with the fact that their important work was considered to be a part of the track department. They aspired to be a part of a signal department with its own supervisory officers.

These "grievances"—and doubtless others—were the subject of conversations at an informal gathering at B O interlocking tower (later to be known as Slope tower) on an unknown date in the early part of the winter of 1901-1902. Their discussions resulted in the selection of a committee of five: J. V. Judge, H. G. Detwiler, Philip Weller, W. N. Spangles and R. S. Hanley, to undertake to secure a conference with the management and present their complaints. Common needs and aspirations of a group of men engaged in the same kind of work for the same employer had brought about an intelligent approach toward a solution of problems. Their informal meeting and the seleciton of a committee was to be the genesis of an international trade union.

Management-Labor Conference

Insofar as we know, J. V. Judge, as the chairman of this committee, became the first spokesman for a group of railroad signalmen undertaking a betterment in their economic conditions. He and his committee first had to go through channels and they obtained "permission" from a superintendent named Shand (according to the oft-told tale) to seek a meeting with General Superintendent J. M. Wallis. It appears, from the events which followed, that a general superintendent on the Pennsylvania Railroad, in those days, had full authority to run his own empire as he pleased—at least with respect to personnel policies and decisions.

H. T. Detwiler (left) was a leader of the Altoona pioneers. He may be called the Father of the Brotherhood because he prepared the first charters, constitutions and rituals. H. C. Brubaker (right) was one of the Altoona pioneers. Photograph was made in 1971.

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Mountain City Lodge No. 1 had a delegation in the 1904 Labor Day parade in Altoona, Pennsylvania.

After a series of meetings, some held in the Behm Hotel and some in B O tower, it was decided that an organization of railroad signalmen should be formally created. H. G. Detwiler, as secretary of the committee which had met with Mr. Wallis, was given the task of preparing a proposed constitution and by-laws. He evidently had the necessary talent and zeal, and on March 7, 1902 his work was approved and adopted. He later prepared a ritual, designed an official seal and created what was called a Mutual Agreement Charter showing the names of the initial group of members of "Mountain City Lodge No. 1 of the Brotherhood of Railway Signalmen of America."

Detwiler was a remarkable man. He became the first Chief Signalman—the presiding chairman—of Lodge No. 1 immediately upon adoption of the Mutual Agreement Charter by the membership. It appears that J. V. Judge, who had acted as chairman and general leader for several months, stepped aside at about this time. Detwiler was an active participant and a devoted worker for the Brotherhood for the remainder of his life. A native of Altoona, he had become an employe of the PRR in 1898. He continued in railway signal work on the Middle division until his retirement in 1937 at the age of 70.

Style W Hall type automatic semaphore block signal had home and distant blades on the same mast. It was installed on the Lehigh Valley in 1901. DC track circuits controlled the signal.

The First Wage Increase

Shortly after the creation of Mountain City Lodge No. 1 of the BRSofA, the grievance committee sent word to General Superintendent Wallis that the signal maintenance workers on his division had organized and that they desired a further conference. It was promptly granted.

The result was an immediate increase in their wages from 14¢ an hour to 24.6¢. Mr. Wallis, it developed, had obtained information about the wages being paid on other divisions of the PRR and discovered that the scale on his Middle division was far out of line. His decision to fix the rate for signal mechanics at 24.6¢ an hour was said to have been reached because that was the rate being paid on the New York division.

There were no real negotiations in those days. It was either "take it or leave it" and, of course, the BRSofA committee was more than happy to take it.

There are indications that Wallis also acted favorably on the request for establishment of a division signal department with a man in charge with the title of signal supervisor. There is no record of any understanding or action with respect to the desires of the union for some kind of training program to enable the men to learn more about the new electro-pneumatic interlocking equipment which was gradually being introduced.

Expansion and Development

Vitalized by the success in obtaining a wage increase of about 75 percent within a few weeks, the pioneers who had organized Lodge No. 1 were quickly able to attract to their banner nearly all of the signal maintenance workers on the Middle division. And news of the events in Altoona soon spread. Signalmen on other divisions of the railroad organized under the auspices of Lodge No. 1, using the same constitution, ritual and Mutual Agreement Charter.

Lodge No. 2 of the Brotherhood was established at New Port; Lodge No. 3 at Pittsburgh; Lodge No. 4 at Gallitzen, and Lodge No. 14 at Lancaster.

Mountain City Lodge No. 1 has remained a monument marking the determination, loyalty and devotion of its founders to a righteous cause. Without doubt much of its early day success was due to its development as a fraternal society and social center. Its leaders, probably borrowing from the experiences and practices of other railway labor organizations, inaugurated formalized and elaborate ceremonies for the conduct of meetings and for other activities. Members marched in the Altoona Labor Day parades with their uniforms, banners, and badges and with their own drum corps. They used passwords, recognition signals and special handshakes. Members were sworn to secrecy. The Lodge established and operated a sick benefit fund. Its ritual outlined in detail the words and procedures for the opening and closing of all meetings, for the initiation of new members, the installation of officers and even for the conduct of funerals. Both day and night meetings were held, for many years on a weekly basis, to permit members assigned to various work shifts to attend and participate. Although the so-called "secret work" inaugurated by the Altoona pioneers has long ago been relegated to history much of the Brotherhood's present day ritual is the same as that prepared by H. G. Detwiler and adopted by the charter members of Lodge No. 1 in 1902.

Through route electric switch locking, designed by the Pennsylvania Railroad, was installed at Broad Street Station in Philadelphia, Pa. in 1908.

Forming a Grand Lodge

In January 1908, a committee of signalmen—probably under the leadership of H. L. Neider—from Smoky City Lodge No. 3 of Pittsburgh attended a regular meeting of Lodge No. 1. They proposed that a Grand Lodge be formed and that an effort be made to improve the status and prestige of the Brotherhood by obtaining a "charter" from the State of Pennsylvania. The idea was embraced with enthusiasm by Lodge No. 1, the services of a local "solicitor," Mr. Edwin M. Amies, were obtained and in April 1908, following the procedures of an 1874 state law, the "Grand Lodge of the Brotherhood of Railway Signalmen of America" was chartered as a Pennsylvania corporation with headquarters in Altoona.

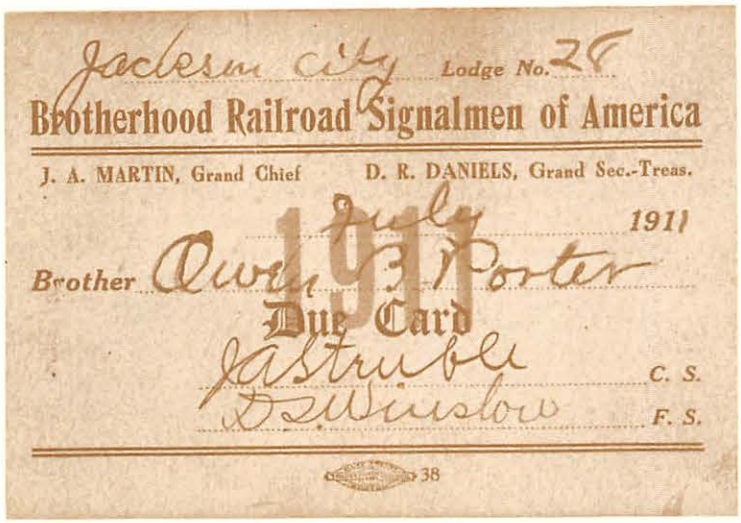
It is clear that both the Pittsburgh and Altoona lodges attached great importance to this event. It gave them needed proof of legitimacy and of official status. It turned out that the existence of such a state charter was also highly important to signalmen on other railroads who met with the PRR group in New York later in that year.

Electric, 3-position semaphore signals were installed on several railroads in 1908.

It is a most interesting and important item in our history that the applicants for the charter of incorporation certified that the purposes of the organization were to:

> "unite fraternally all persons of good moral character and sound bodily health who are actively engaged in the switch and signal duties of railway signalmen; to establish a fund for the relief of sick and distressed members; to procure headquarters in which meetings might be held in social intercourse; and to procure literature pertaining to the work of railway signalmen, thereby creating an active interest in the members' welfare."

What was omitted from this recital of the purposes of the organization was perhaps more important than the items included. At no place was there an indication that the Brotherhood was a trade union and that it had been



An early membership card of the Jackson City Lodge 28 of the Michigan Central was one of the first issued in that area.

formed for the principal purpose of obtaining a wage increase and other concessions from the railroad company.

Without waiting for the issuance of the state charter, thirteen delegates from the four local lodges met on February 9, 1908 in Grand Army Hall, 8th Avenue and 8th Street, Altoona, for the purpose of forming a Grand Lodge. This meeting may be properly called the first convention. The detailed minutes are in our archives, written in excellent longhand by H. C. Dunn of Lodge No. 2 who became the first Grand Lodge Secretary-Treasurer. Philip Weller was elected Grand Chief Signalman and H. L. Neider of Lodge No. 3 was chosen as the first Vice-Grand Chief Signalman. It was decided to have three Grand Lodge Trustees and Detwiler, Neider and H. C. Brubaker were elected. A charter committee of five and a constitution committe of six were selected. One of the most important actions was to take note of information that some local unions of signalmen on other railroads had been formed and Detwiler and Brubaker were requested to attempt to get them all together into one organization.

Only ten days later, on April 19, 1908, another meeting of the newly formed Grand Lodge was held in Altoona. Grand Secretary-Treasurer Dunn recorded this as the "first regular stated meeting." The charter committee reported its success. The meeting approved and adopted a Grand Lodge constitution. It also received a report from several members who had attended an exploratory meeting with other groups of signalmen in New York on April 12, a week earlier, and it authorized a delegation to participate in the next such meeting.

Consolidation

On April 12, 1908, at some unknown meeting place in the city of New York, seventeen leaders of the four existing organizations of railroad signalmen met to get acquainted and to explore the desirability of forming one merged body. The meeting had been organized at the invitation of J. D. Sullivan of the Interlockers, Switch and Signalmen's Union No. 11867 and he acted as temporary chairman. Of the seventeen signalmen in attendance, seven were from Sullivan's organization on the New Haven. There were

four representatives each from the Order of Railroad Interlockers of North America, the Independent Order of Signalmen on the West Jersey & Seashore and from the BRSofA.

Another meeting, apparently at the same place in New York with an attendance of 21 from the same four organizations, was held on June 28, 1908. Dunn's minutes identify two of the participants as coming from the Boston & Maine Railroad. Chairman M. J. Hooper presided. The committee appointed at the previous meeting to investigate existing charters recommended that the consolidated organization, which had been agreed to in principle, adopt the charter and name of the Brotherhood of Railway Signalmen of America. A majority of those present voted to accept the committee's recommendation. The representatives of the Order of Railroad Interlockers of North America dissented. However, a few months later their union decided to go along.

Alternating current for operating track circuits, signals and lighting were used for the first time on a steam-operated railroad between Lemoyne and Mechanicsburg, Pa. In 1908 track circuits were polarized using galvanometer-type ac relays and signals were style B semaphores with induction-type motors for 3-position upper right-hand quadrant.

The 1908 Philadelphia Convention

On August 16 and 17, 1908 the First Annual Convention of the Grand Lodge of the Brotherhood of Railway Signalmen of America was held in an unknown meeting hall in the city of Philadelphia. Through some unexplained process of reasoning our early day leaders regarded the February 9, 1908 meeting in Altoona, where a Grand Lodge was first organized, as the first convention and the meeting in New York on April 12, 1908 of all known local unions of signalmen as the second convention. The Philadelphia convention in August of the same year became known as the First Annual and Third Regular Session of the Grand Lodge.

J. D. Sullivan, who was recorded as Temporary Grand Chief Signalman, presided. The minutes were written by H. C. Dunn, GST. A total of 35 votes were cast when John Bindscheattel of the New York Central group was elected Grand Chief Signalman.

At this first annual convention in Philadelphia in 1908 the records indicate that there were 37 officers and delegates in attendance who represented approximately 1,000 members.

The constitution and ritual previously adopted at Altoona were approved and put into effect. A Grand Lodge per capita tax of 15¢ per member per month was established. A salary for a Grand Organizer of $80 per month and a salary of $300 per year for the Grand Secretary-Treasurer was agreed upon. Dunn was again elected to the latter office. No salary was provided for the Grand Chief Signalman.

A Decade of Survival

While the organization suffered numerous set-backs—with the exception of on the New Haven—in the eastern part of the country, it gradually made progress further west. Local No. 32 was installed in Chicago in April of 1914, apparently wtih jurisdiciton over the whole area. Local No. 9 was established in Milwaukee in November of 1914 with jurisdiction over the Chicago & North Western Railroad in that area. This was followed in a few months by Local No. 39 at Madison, Wisconsin. Locals 27 and 28 were installed on the Michigan Central Railroad in 1911. Local 42, on the same road, appeared in 1915. It was probably not until 1916 that the Brotherhood extended as far west as Kansas City where Local No. 21 on the Kansas

City Terminal, under the leadership of Claude D. Martin, was established in that year.

The convention in 1913 at Detroit probably marked a low tide in the welfare of the organization. Grand Chief Martin, discouraged by his failure to more effectively organize the unorganized, had failed to serve out his term of office. The financial report for the preceding twelve-month period indicated that Grand Lodge per capita tax had been paid on about 800 members. As of May 31, 1913 the cash on hand was only $118.64, with probably some unpaid bills. It appears that there were but eighteen local unions which were considered functional. Attendance at the convention was low. Only 18 delegates voted when the election of officers was held.

But a renaissance—a revival—was in the making. Local Lodge No. 27, which had been installed on the Canadian division of the Michigan Central in 1911 had sent a delegate named Wilmot J. Pettit to the 1912 convention—where he was elected to the Grand Board of Trustees—who was destined to take over the leadership of the Brotherhood in 1913. He was elected Grand Chief Signalman by unanimous vote, the only other nominee having declined the honor.

Pettit turned out to be a man of considerable vision, of fine character and of great loyalty to the principles of the organization, in which he deeply believed. He had been born in Windham, Ontario, in 1868, had first entered railway service as a baggageman for the Michigan Central at La Sallette, Ontario, had later become a maintainer-leverman at an interlocking plant and later still a signal maintainer at the same place. He had a most unusual Brotherhood career: first as a Grand Trustee, then as Grand Chief Signalman, then as Grand Secretary-Treasurer for one year and, after a lapse of some years, as the Canadian member of the Grand Board of Trustees.

The story of the obtaining of a charter of affiliation from the American Federation of Labor must be told as an example of Pettit's leadership. Although there had been considerable difference of opinion as to the desirability of doing so, the Grand Secretary-Treasurer of the Brotherhood had

Wilmot J. Pettit (left) was Grand Chief Signalman from 1913 to 1916. He also served as Grand Secretary Treasurer for one year and as Grand Trustee. He was a Michigan Central signal employe. D. R. Daniels (right) was Grand Secretary-Treasurer from 1910 to 1916. A native of Nova Scotia, he was a member of New Haven Lodge No. 5.

AMERICAN

FEDERATION of LABOR

DOTH GRANT THIS

Certificate of Affiliation

To Wilmot J. Pettit, D. R. Daniel, R. W. Green, J. F. Hesslink, H. G. Baker, Wm. M. Rist, W. L. Rose, E. B. Wilson, E. H. Gamiper,

and to their successors legally qualified, to constitute the Union herein named and known under the title of

Brotherhood of Railroad Signalmen of America

for the purpose of a thorough organization of the trade, and a more perfect Federation of all TRADES and LABOR UNIONS. And the Union being duly formed, is empowered and authorized to initiate into its membership any person or persons in accordance with its own laws. And to conduct the business affairs of said Union in compliance with the best interests of the trade and labor in general. The autonomy of the Union is hereby ordained and secured.

Provided, That the said Union do conform to the Constitution, Laws, Rules and Regulations of the AMERICAN FEDERATION OF LABOR, and in default thereof, or any part, this Certificate of Affiliation may be suspended or revoked according to the laws of this FEDERATION. And should the said Brotherhood of Railroad Signalmen of America, be dissolved, suspended or forfeit this Certificate of Affiliation, then the persons to whom this Certificate of Affiliation is granted, or their successors, bind themselves to surrender the same with such other property as shall properly belong to this FEDERATION. And further, in consideration of the due performance of the above, the

AMERICAN FEDERATION OF LABOR

does hereby bind itself to support the said Brotherhood of Railroad Signalmen of America, in the exercise of all its rights, privileges and autonomy as an affiliated Union.

In Witness Whereof, We have subscribed our Names and affixed the SEAL of the American Federation of Labor, this Eleventh day of March A. D. One Thousand Nine Hundred and Fourteen.

Sam'l Gompers, President.

EXECUTIVE COUNCIL.

James Duncan, 1st Vice-President.
Jas. O'Connell, 2d " "
Denis A. Hayes, 3rd " "
Jos. F. Valentine, 4th " "
John R. Alpine, 5th " "
M. B. Perham, 6th " "
Frank Duffy, 7th " "
6th " "
John B. Lennon, Treasurer.
Frank Morrison, Secretary

Charter of affiliation of the Brotherhood of Railroad Signalmen of America with the American Federation of Labor was signed by Samuel Gompers and is dated March 11, 1914.

our 75th Anniversary

applied for such affiliation in 1909. Five unions raised objections and AFofL Secretary Frank Morrison did not issue the charter. Nothing more was done until Pettit initiated an exchange of correspondence with Morrison in December, 1913. He sent in a revised statement of claimed jurisdiction and

in March, 1914 a charter of affiliation was granted.

When the seventh annual convention convened in Hazelwood, Pennsylvania, on June 8, 1914, Pettit and Grand Secretary-Treasurer Daniels were able to report some progress. There had been some increase in membership and Daniels actually had a cash balance of about $650. Pettit's action in obtaining AFofL affiliation became one of the first items of business. Approval was given by a vote of 19 to 7.

The man who probably was more responsible than any other, during the era that has been called the early years of survival and growth, was D. R. Daniels of Lodge No. 5 on the New Haven Railroad. He served as Grand Secretary-Treasurer from 1910 until 1916.

Daniels was a native of Nova Scotia and had moved to Massachusetts at the age of 21. He went to work for the New Haven Railroad in 1898 as a switch fitter. He was active in the work of the Brotherhood from its earliest days, having been elected as chairman of the constitution committee at the April 12, 1908 organizational meeting. Later that same year he became Vice-Grand Chief Signalman.

Between 1902 and 1904 some New York, New Haven & Hartford signalmen organized to form the Interlockers, Switch and Signalmen's Union in the Boston area. It was affiliated with the American Federation of Labor.

The decision in 1916 to pay the Grand Chief Signalman a salary plus expenses was only taken after the Grand Lodge per capita tax had been raised from 15¢ a month to 25¢. The cash balance on May 31, 1916 was about $250. There were still only about 1000 members.

One important event which occurred just prior to the 1916 convention was the lockout and/or strike which occurred on the New York Central West of Buffalo.

Tom Austin was the Brotherhood's principal leader on this important part of the New York Central system. The signalmen on the lines east of Buffalo were not organized. Grand Organizer Adams, at Austin's request, had spent several weeks on the line between Buffalo and Chicago in late 1915 in an effort to build up the membership and strengthen Lodges 10, 35 and 38. At the same time General Chairman Austin and his committee were preparing a proposed "schedule" to present to the railroad officials. In January of 1916 Tom Austin and his committee tried in vain to discuss the proposed schedule with the signal engineer. They also tried, without result, to get to the chief engineer. As a last resort they again attempted to present their proposals to General Manager Moon. The result was the discharge of Austin and five other members of his committee and the locking-out of some 60 signal maintenance men, presumably those which the railroad thought to be active union members. The Brotherhood at about the same time declared a strike. Austin in later years always described the affair as a strike instead of a lock-out. It was both. Pettit told the 1916 convention that the railroad company filled many of the jobs with scabs, strikebreakers and private detectives.

Grand Organizer Adams was assigned by Pettit to spend his entire time on the New York Central and he appointed him Assistant Grand Chief in order to give him the appearance of having more authority. After a period of time—probably some months—and chiefly because of the aid of the officers and members of the Order of Railroad Telegraphers, the controversy cooled. Austin and his associates were allowed to return to work and some slight improvements were unilaterally made by the company. General Manager Moon did not recognize the Brotherhood and he did not permit the negotiation of any schedule of wages and working conditions. But General

Chairman Austin, with the aid of Adams, preserved the organization on the property and waited for more opportune times.

Tom Austin, it should be said here, had been an organization stalwart for years before this 1916 strike. He had been a leader in organizing Steadfast Lodge No. 35 at Erie, Pennsylvania. He probably was the one who selected the name "Steadfast." It was descriptive of Tom's character and personality. He participated in all conventions of the Brotherhood since 1913 and had served as one of the Grand Trustees. There is no doubt but that his experiences in 1916, leading a fight against a tyrannical and unyielding railroad manager, led to his election as Grand Secretary-Treasurer of the BRSofA in 1917 and to his 25-year career in that office.

New Leadership

With the election of Daniel Webster Helt of Philadelphia & Reading Lodge 26 as Grand Chief Signalman at the tenth annual convention in New Haven, Connecticut in June 1917, the BRSofA began what can be called the Helt Era. Also elected at that momentous convention were D. C. Cone of New Haven Lodge 34 as Grand Vice-Chief, and T. A. Austin of New York Central Lodge 35 as Grand Secretary-Treasurer.

Helt was born in Shamokin, Pennsylvania in 1883. He became a coal mine worker, during school vacations, at the age of nine. In those years boys were employed as slate pickers or breaker boys at a wage of 50¢ a day. He later became a mule driver. Of course, he was a member of the United Mine Workers of America.

At the age of 18, he enlisted in the U.S. Marine Corps and served a four-year term.

On the Philadelphia & Reading he began signal department work in 1910. His competence was in the field of carpentry and wood-working. The banjo type of signal was in use and his skills were needed in repairing and rebuilding those signals.

Although not a charter member when Reading Lodge 26 of the BRSofA was installed in 1911, Helt became an active member in the ensuing years. When the time came for the lodge to elect delegates to the 1917 convention, to be held in New Haven, it seemed appropriate for the members to elect their home grown politician, the unusual fellow who was a member of the legislature, as one of their two delegates. And at the convention, when it became evident that new leadership was in the making, Helt used his political acumen and engaging personality to become the successful candidate for the job of Grand Chief Signalman.

Searchlight-type color light automatic block signal was first installed by the Grand Trunk Western in 1920.

Dan Helt served as the chief executive officer of our union from 1917 until 1934 when he insisted on being relieved of the burden. He then served as our representative on the National Railroad Adjustment Board, as a vice-president of our organization, until his retirement in 1948 at the age of 65. He died in 1961.

The position of Vice-Grand Chief Signalman, to which Clint Cone of the New Haven was elected at the 1917 convention, was a part-time and largely honorary position. But it later developed into a most important top leadership post with the title of vice-president. Cone served in that capacity for 35 years or until his retirement in 1952.

Cone was born in Ramsey, New Jersey in 1887. He started railroading at the age of 15 as an office boy for the Erie railroad. He was fired in 1904 but again entered Erie employment as a signal helper in 1908. He later en-

Vice President Clint Cone (left) is shown here at the Brotherhood of Railroad Signalmen of America 1952 convention. Thomas A. Austin (center) as he looked in 1938. This photograph of Daniel Webster Helt (right) was taken in 1932.

gaged in signal work for the Interborough Rapid Transit, for the Union Switch & Signal Company, and for the General Railway Signal Company. In March 1913 he started work for the New Haven and in May he became a member of Lodge 34 of the Brotherhood. At his first meeting he was elected Chief Signalman and chairman of the grievance committee.

The signalmen on the New Haven had been organized since about 1904 and as early as 1908 they had obtained a primitive schedule of wages and working conditions. Cone's ability as a leader was quickly recognized and he became the organization's General Chairman sometime prior to 1917. His active work at the New Haven convention that year resulted in his selection as Vice-Grand Chief. He was unanimously re-elected at the 1918 convention in Baltimore.

In August, 1918 it was possible to place two paid organizers in the field on a temporary basis. One was Cone. He secured a leave of absence from the New Haven and traveled from coast to coast for a period of some seventeen weeks, organizing and installing new local lodges. After going back to his regular railroad job in December 1918 and resuming his duties as General Chairman, he was frequently called on for Grand Lodge work in Washington and other points. The 1919 convention in Kansas City established the post of First Grand Vice-President on a full-time basis at a salary of $250 per month and he was elected to the position. He was re-elected at every subsequent convention until his retirement.

The Big Advance

Helt attended the American Federation of Labor convention in Buffalo, New York in November of 1917 and secured the adoption of two resolutions, one pledging the help of the organized labor movement in his organizing campaign and the other with respect to obtaining an eight hour day for

One of the first offices of the Brotherhood of Railroad Signalmen was located in Washington, D.C. in 1920.

railroad signalmen. He also approached what was then known as the Railroad Branch of the AFofL concerning possible affiliation or amalgamation of the BRSofA. Fortunately, as it turned out later, his efforts were rebuffed.

It must be remembered that a few months prior to the beginning of the Helt era in our Brotherhood's history the United States had entered World War I. The chaotic conditions which prevailed in the railway industry, especially with respect to the general policy of firing or penalizing employes who joined unions, made the task of organizing the unorganized doubly difficult. There was a high rate of turnover.

The several hundred railroad companies, both large and small, had no effective means in 1917 of coordinating or directing their greatly increased war-time traffic in a way that served the national interests. Their inability to meet the nation's transportation needs as the productive capacity of the industrial machine was mobilized soon led to the inevitable conclusion that federal control and operation was essential. In late December of 1917, President Wilson took that action.

Dan Helt was not slow. Within three weeks he secured an interview with the Director General of Railroads, W. G. McAdoo, concerning needed improvements in the wages of signalmen. After assuring McAdoo of the "hearty cooperation and support of signalmen" he made a presentation concerning the low wages and poor working conditions which prevailed throughout the country. The response was to the effect that signalmen would receive fair and just treatment. McAdoo made arrangements for Helt to appear before the newly appointed Railroad Wage Commission.

He did, in fact, obtain recognition for the BRSofA at the highest levels of government. Equally important he established good relationships with leaders of the other national railroad labor organizations. And he made excellent progress in his efforts to educate all concerned that the work of railroad signal department employes was a separate and important class or craft in the world of railroading.

Helt made a detailed presentation about the wages and working conditions of signalmen before the Railroad Wage Commission—often called the Lane Commission—on February 4 and 5, 1918.

On February 21, 1918 Director General McAdoo issued General Order

No. 8 which has often been called the Magna Carta—the Bill of Rights or the Emancipation Proclamation of railroad labor. Item 5 of the order was a simple policy statement of the railroad administration. It said: "No discrimination will be made the employment, retention, or conditions of employment because of membership or non-membership in labor organizations." The word went out far and wide across the country. Railroad employes were free to organize in unions of their own choosing without fear of discharge or penalty!

The message to the thousands of unorganized signal department employes from coast to coast that they were now free to organize was accompanied by news which they received from numerous sources to the effect that the BRSofA and its leader, D. W. Helt, was actively in the limelight in Washington, D.C. pleading their cause. They immediately began to respond with enthusiasm to the idea of getting organized.

During the three month period between the issuance of General Order No. 8 in late February and our June 1918 convention, over 20 new lodges of the Brotherhood were established and Austin's financial report showed a substantial improvement from the zero balance of a year earlier. In the following 12-month period the organization grew rapidly. More than 100 new lodges had been formed by the time the 1919 convention met in Kansas City and there were more than 13,000 members.

On January 22, 1920 a national agreement was signed by the Brotherhood and the U.S. Railroad Administration covering wages and working conditions of all signal department employes on the railroads under federal control.

The Brotherhood in Canada

The first local union composed of Canadian citizens was established in 1911 on the Canadian division of the Michigan Central. One of its leaders, W. J. Pettit, became Grand Chief Signalman in 1913. He was responsible for organizing local union No. 47 on the Toronto, Hamilton & Buffalo in 1917. E. A. Hurst, one of the TH&B leaders, was a delegate to the 1920 convention and he thereafter served as the Canadian member of the Grand Executive Board for several years.

In June 1920 Grand Chief Signalman Dan Helt was in Montreal attending the convention of the American Federation of Labor and he utilized some spare time by calling on the signal and interlocking maintenance men working in that city. He arranged for a meeting in Hibernian Hall on June 19 and many of them responded to his invitation. He had also wired a Grand Lodge organizer, Bert Louden, to drop his other work, proceed to Montreal and start an organizing campaign on the Canadian Pacific and on what was then known as the Grand Trunk. As a result of the efforts of Helt and Louden two local unions were installed in August 1920. Local 118 was composed of employes of the Grand Trunk—later the Canadian National—and Local 160 was composed of employes of the Canadian Pacific.

Bert Louden's report to our 1920 convention included an account of his organizing work in Canada. He mentioned the valuable help he received from a bi-lingual brother named Tisdal, who apparently became the first General Chairman on the CPR. Louden said that he had been instructed to organize the signal workers in the 800 miles of territory adjacent to Montreal. Many of the signal maintenance men were members of the maintenance of way organization and Louden secured authority to accept their membership into the BRSofA without payment of initiation fees.

Louden reported that he visited and organized many of the men between

Tom Guigue, leader of the Brotherhood of Railroad Signalmen in the Montreal, Canada area, served as General Chairman and Grand Trustee.

Montreal and Toronto that summer. It was several years later, however, that Queen City Local No. 122 was installed at Toronto and Central Local No. 124 was established at Port Hope, Ontario.

At the 1930 convention, the Brotherhood adopted a legal aid service program to inform the members of their rights under the Federal Employers' Liability Act. Helt took action to correspond with lawyers who were specialists in handling and settling personal injury claims, which resulted in the FELA program that continues today.

During the 10-year period following the inauguration of the Brotherhood on the two large Canadian railway systems in the Montreal area, there was a slow but steady growth, paralleling the extensive installations of more railway signaling apparatus and systems. Local 12 was installed in the mid-1920's at Winnipeg and it survived and thrived under the staunch leadership for many years of W. G. Guthrie. Half a continent east, Pettit Local 167, at Moncton, New Brunswick, became an organization bulwark with W. J. Gillis the principal officer.

For a period of more than 20 years our Canadian local unions and general committee, especially those in the eastern part of the country where most were located, were considered to be in the geographical territory for which Vice-President Clint Cone was responsible. He must be given much credit in that period of time for the stability and progress which occurred. And perhaps more than any other individual, CNR General Chairman "Tom" Guigue of Montreal must be credited with much of the devoted and productive work which built and maintained the organization in Canada during what is herein called the Helt Era—that is, the period from 1917 to 1934.

Cooperation and Joint Action

One of the beneficial effects to railway labor of the World War I federal control period was a bringing together for the first time of the leaders of all the railway unions. Prior to the 1918-1919 period there had been little consultation or cooperation except among the train service brotherhoods which had a specialized community of interest and among the shop craft organizations. Federal control and succeeding developments made it essential that there be cooperation and joint action for self protection as well as to make progress.

Dan Helt, as the leader of our organization, was an active participant in all of the informal associations and joint activities of the chief executive officers of the "standard national railroad labor organizations." No list of those cooperating organizations ever appeared without inclusion of the BRSofA. It may be said that Helt put our union on the map.

Helt was one of those who, in 1919, organized the Plumb Plan League

and later the Labor Cooperative Educational & Publishing Society, which still produces the Washington newspaper they decided to call "Labor." Our organization joined others in putting up small sums of money to get that enterprise started under the leadership of former Congressman Edward Keating and Herman Wills of the Locomotive Engineers. We are still one of the owners.

Despite their many rivalries and differences the presidents of 21 national organizations were able to maintain a united front with respect to most of their common problems. Adversity often brought them together and held them together. In 1926, after successfully obtaining legislation which abolished the burdensome and ineffective Railroad Labor Board, they formed the Railway Labor Executives' Association. Helt was one of the founders of that important instrumentality for advancing the causes of railway labor and our organization has been a continuous member and a leading participant in its work for fifty years.

Failure of the U.S. Railway Labor Board to decide wages, working conditions and resolve disputes between the railway companies and their employes led to cooperative action by railway labor to seek Congressional action to pass a Railway Labor Act. This was accomplished in 1934 with the creation of a 3-member National Mediation Board and the National Railroad Adjustment Board to adjudicate disputes over the interpretation and application of agreements.

Assistance for Helt

Events and a developing consensus in 1926 and 1927—especially the passage of the 1926 Railway Labor Act with its provisions for mediation and arbitration and the need for a more adequate publication—brought about a long overdue decision to provide the two officers at Grand Lodge headquarters with assistance. The 1926 convention considered but failed to act favorably on proposals to establish another position at Grand Lodge headquarters with a title of first-vice-president or assistant president but within six months the Grand Executive Board with the encouragement of Austin decided to enlarge the small Grand Lodge staff by employment of a man who could take over the editing and managing of the monthly publication and act as a general assistant to Helt and Austin. One of the members of the Board who was also a full time General Chairman on the Southern Pacific, Pacific Lines, A. E. Lyon, was persuaded to accept the position in early 1927. It quickly developed that Helt, although apparently somewhat indifferent to the idea at first, welcomed the new arrival and was soon assigning him to perform many of the duties which had been visualized

Full-time Grand Lodge officers, about 1930, shown here, (left to right) are: C. D. Martin, D. C. Cone, L. R. Smith, D. W. Helt, L. W. Givan, T. A. Austin and A. E. Lyon.

when the proposal for an assistant president was discussed at the convention in the previous year. These included the preparation and presentation of the organization's cases before arbitration boards, the handling of disputes in mediation and the negotiation of agreements. The new staff man became a general assistant in the President's office as well as an unofficial research man, propagandist and editor. At the next convention, in 1928, the job was validated or institutionalized with the title of Assistant to the Grand President.

The Washington Job Protection Agreement was signed on May 21, 1936 and provides for protection of employes when joint action is taken to merge or unify operations. The ICC has also applied this job protection agreement to rail line abandonments.

Restructuring the Organization

One of the new ideas brought into the Grand Lodge by Helt's assistant, who worked out the details and sold it to the other officers, was to radically change the internal structure and the line of authority of the Grand Lodge officers. Since the days of federal control of railways we had operated with a Grand Lodge Executive Board, six in number and elected at conventions on a geographical basis, having policy making authority over all subjects, large and small. These men were usually local union officers, perhaps local chairmen or part-time general chairmen, but sometimes merely lay members. Only one or two full-time chairmen were ever elected to the Board. Having to work on their railroads six days a week to make a living it was not possible for Board members to keep up with the on-rushing events and developments in the changing railroad and trade union worlds. On the other hand, the organization had six full-time Grand Lodge officers—four vice-presidents, a president and a secretary-treasurer—who were devoting their entire time and attention to the work of the union. Presumably they were the ablest and best men the organization had and they were much better equipped to make important policy decisions.

Prior to the 1928 convention a recommendation was prepared in detail for the abolition of the Grand Executive Board and to replace it with a three member Grand Board of Trustees and a Grand Executive Council. The trustees were to be elected at conventions—one of them to be from Canada—and they were to have supervision on and authority over the financial affairs of the union. The Grand Executive Council was to consist of all the full-time elective Grand Lodge officers and it was to be the top executive and policy making body of the organization. For the first time the elected vice-presidents were to participate in all important policy decisions and to become executives.

Vacation with pay and a minimum floor of 46¢ an hour for the lowest paid employes on Class I railways was established in December 1941.

When these proposals were laid out in detail the officers joined in recommending its adoption by the convention and the extensive revisions in the constitution to accomplish the recommended results were adopted with little opposition.

Change at the Top

The twenty-second regular convention of the Brotherhood of Railroad Signalmen of America held in the Knickerbocker Hotel in Chicago in August 1934 marked the end of what has been called the Helt Era. At that time Helt insisted on being relieved of the burdens of the presidency. His associate officers and the convention delegates felt compelled to go along with his wishes.

Our senior Vice-President, Clint Cone, with 17 years of experience as

A. E. Lyon as he looked in 1934 when he was elected to the top executive post in the Brotherhood of Railroad Signalmen.

an officer and only 47 years of age was the logical choice to succeed Helt. But he firmly declined to assume the responsibilities and the work load which was evidently going to be heavier than ever because the position of Assistant to the Grand President was going to have to be temporarily blanked. Nor would any of the other three Vice-Presidents accept the job.

Helt recommended his replacement by the man who had been his assistant for seven years, A. E. Lyon, the youngest of the Grand Lodge officers. There being no one else willing and able to become our chief executive officer, the convention acquiesced.

Also in line with Helt's expressed wishes the convention re-elected him to the position of Grand President, granted him a leave of absence from that post for the entire term of office and then elected him to a vice-presidency with the assignment of serving as a labor member of the Third Division of the newly created National Railroad Adjustment Board. It then elected Lyon as "Acting Grand President" for the prevailing two year term of office. It was made clear that he was to take over all of the duties, repsonsibilities, burdens and prerogatives of the office.

Lyon had entered railway employment on the Southern Pacific in California in December 1919, had become a member of Oakland Lodge No. 92 the following year, had served as a Local Chairman for a short time and then, due to the sponsorship of Lee R. Smith, had been elected General Chairman in late 1923.

After a little more than four years of actual railroad work Lyon had become a full-time General Chairman at the age of 24 and shortly thereafter a part-time Grand Lodge officer. In early 1927 he had transferred his talents and energies to our Grand Lodge Headquarters in Chicago. By August 1934, when Helt turned the reins over to him, he had benefitted by an unusual and rapidly moving series of opportunities and experiences.

Following several starts with legislation, court overturns, and negotiations with the carriers, Congress enacted a revised railroad retirement system in June 1937 that is known as the Railroad Retirement Act.

The Signal Inspection Act

Passage of a federal law which for the first time authorized governmental enforcement of safety standards for the installation, repair and maintenance of railroad signaling devices and systems was a major ac-

complishment of our Brotherhood in the 1930's.

Following the 1930 convention Grand President Helt arranged for the drafting of a legislative bill, patterned in many respects after the then existing Locomotive Inspection Act, and through the efforts of Vice-President Clint Cone in Washington it was introduced in the House of Representatives in December of 1931 and in the Senate in January of 1932.

Here are some of the major provisions of the original bill:

It gave the Interstate Commerce Commission the authority which it had sought some thirty years earlier to order a railroad to increase its safety of operation by installation of a signaling system.

It made it unlawful for a railroad to remove or materially modify an existing signal system without permission from the Commission.

It required railroads to file with the Commission their rules, standards and instructions for the safe installation, repair and maintenance of their signaling devices and systems. Also, the bill instructed the Commission in the absence of adequate rules, standards and instructions to prescribe and enforce them.

It authorized and instructed the Commission to establish a bureau of signal inspection with a force of qualified inspectors and to see to it that the railroads were properly and safely maintaining their signal equipment.

In the first six months of 1937 the Brotherhood put forth a major effort to present its case to every available member of Congress. By that time Lyon had shed the "Acting" part of his title and as the full-fledged Grand President he probably was more effective. Vice-Presidents Cone, Givan and Smith all spent much time on our project. Some general chairmen took time off from their regular work and helped out in Washington. And, to a considerable degree, the legislative representatives of other railroad unions, helped us. The campaign was directed and coordinated by Lyon, however, and after the battle was won he was given the major amount of credit.

Legislation creating the railway unemployment insurance system was passed in 1938, and improvements were made in 1940. The system is administered by the Railroad Retirement Board and covers the same employers and the same employes as the Railroad Retirement Act.

By July 1937, Senator Alben Barkley had put the bill through the Senate for the second time and Congressman Bob Crosser had obtained a favorable report from his full committee. The railroads thought that they could prevent the bill from being scheduled for action on the floor of the House by reason of their influence with the reactionary Rules Committee. But we made an end run by finding a way to persuade the Speaker to arrange with Crosser to handle it under "suspension of the rules." We knew that we had the needed two-thirds majority of votes. Despite some bitter and false denunciations by a few controlled and dishonest members of the House, who obviously had been misinformed or misled by the AAR, the bill was passed by a lop-sided vote. President Roosevelt added his approval on August 26, 1937.

Persistence and determination had won. It had been just seven years since the 1930 convention of our Brotherhood had charted the course and directed that a campaign be launched for enactment of such a federal law.

Enactment of the bill did not, of course, bring about immediate or automatic improvements in the badly under-maintained signal systems of the country. Changes were so gradual that it was difficult to identify or assess them. The ICC, following enactment of the law, proceeded to carry out the functions assigned to it, but in a careful and deliberate way. Many conferences were held concerning the form and content of the Rules, Standards and Instructions, which the law required the Commission to issue. It

was not until April 13, 1939 that the Commission issued the necessary order making the prescribed rules and standards effective on September 1, 1939.

Our Brotherhood, with the silent support and endorsement of the other unions, took an active part in developing those first rules, standards and instructions. Fortunately we were able to finance the needed work and we even secured the technical services of an unemployed signal engineer for some months. To some degree efforts to obtain the best possible set of rules were hampered by certain individuals on the ICC staff who seemed to think that although on the government's payroll they had overriding obligations to the railroad companies. But one important asset was the presence, as a member of the Commission, of a very able and conscientious former railroad man, William J. Patterson. He was both knowledgeable and incorruptible.

Those Rules, Standards and Instructions have been revised from time to time during the decades since the passage of the Signal Inspection Act and our Brotherhood officers and members have participated, so far as allowed, in their revision and modernizations.

War time wage negotiations included emergency boards, a brief take-over of the railroads by the War Department, and finally a settlement in 1944 which had taken two years to reach. The results were wage increases of 9¢, 10¢ and 11¢ per hour with part of the increased wages retroactive to February 1, 1943.

Progress in Canada

When signalmen in Canada were represented by the maintenance of way organization in 1919 an agreement provided for a wage of from 53¢ to 58¢ an hour for signal and interlocking maintainers. Most of them were paid on a monthly basis and they received holidays with pay. In late 1920 these rates had been advanced to 81¢ an hour, roughly paralleling the advances in wages which had been secured on U.S. railroads.

The drastic wage cuts of 1921 and 1922 were applied to our members in both countries. Rates of from 65¢ to 70¢ an hour were generally in effect on Canadian roads in the latter part of 1922 as compared to 72¢ an hour in the U.S. At about the same time that our union succeeded in obtaining small increases on many railroads in the eastern part of the United States in both 1927 and 1929, comparable adjustments were secured on the two big Canadian systems.

It was about four years after our Brotherhood was established in the Montreal area in 1920 before enough progress had been made on a nationwide basis to enable us to secure written agreements on both the Canadian Pacific and Canadian National railways.

Canadian stalwarts Norm Cotton (left) and Harold Stockdale (right) who served many years as General Chairmen and Grand Lodge Representatives are shown with President Jesse Clark.

Shown here are Brotherhood officers, retired and active at the August 1944 convention in Cleveland, Ohio. Back row (left to right) are: S. H. Howard, C. L. Bromley, T. H. Gregg, L. R. Smith, W. H. Lewis, E. A. Moore, D. Guigue, M. C. Merritts, I. M. Fisher and J. A. Work. Front row (left to right) are: Jesse Clark, C. D. Martin, W. J. Pettit, A. E. Lyon, D. W. Helt, T. A. Austin, D. C. Cone and L. W. Givan.

The Great Depression of the early 1930s afflicted the railroad workers of Canada but probably not as severely, in some respects, as it did to many of the railwaymen in the United States. The great majority of our members in Canada, although hard hit by deductions in their regular earnings of 10 and 15% were not subjected to short time employment.

The outcome, as applied to all classes of railway employes in Canada, was a 15% deduction effective December 1, 1933 and lasting for one year. A 10% deduction then took effect and it was not until April 1, 1938 that full wages were restored after a long drawn out joint and concerted drive by all the international railroad labor organizations. They had to go through adversary hearings before a Board of Conciliation and Investigation and threaten a nation-wide strike before obtaining an agreement in March 1937 which gradually eliminated the deductions.

Canada's entry into the war in 1939 soon brought about adoption of a governmental policy of freezing or controlling prices, profits, and wages.

In July 1941 the cooperating unions negotiated a master agreement with the railroads which finally made the war-time cost of living bonus applicable to all workers. The amount of this bonus was increased from time to time as the cost of living increased and by the summer of 1942 the signalmen and signal maintainers on the two Canadian railway systems were receiving a monthly bonus of about $16. Their basic rate was 75¢ an hour and, with few exceptions, they were paid a monthly rate calculated on 240 hours. Their earnings, therefore, including the bonus, amounted to almost $200 per month.

The Brotherhood in Canada maintained a steady growth and stability during the decade from 1934 to 1945 despite the many problems created by the Great Depression and World War II. Along with installation of additional signaling equipment, such as centralized traffic control, the number of signal department employes increased. Ten or more active local lodges existed throughout this period. More important than anything else was the recognition and high standing which the organization attained, both in management circles and in its relationship with the other international railroad unions.

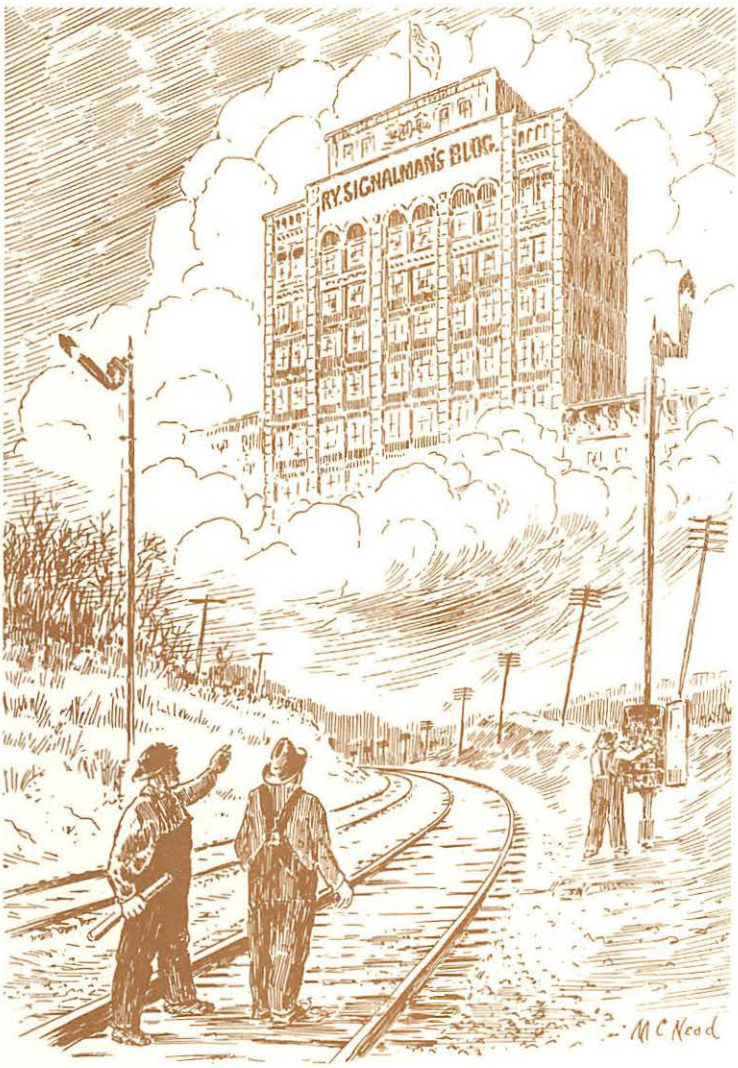
Winning the War

Grand President Lyon, then Vice-Chairman of the RLEA and representing

all of railway labor, served on the top level national Labor-Management Policy Committee of the War Manpower Commission for a considerable time in 1943 and 1944. This committee, meeting either weekly or semi-monthly, included the national heads of the big business organizations and of the national agricultural groups as well as three labor representatives. W. H. Lewis, our Brotherhood's General Chairman on the Santa Fe system, served as an RLEA appointee on a similar committee at the Kansas City regional level.

Our Brotherhood made a significant contribution to the war effort on the home front when our Grand Executive Council, at the request of the labor section of the Office of Production Management agreed to a leave of absence for Vice-President Lee R. Smith to enable him to work full time as a labor expert and trouble shooter in the Pacific Coast region. Smith handled this important war work, with credit to the Brotherhood, for about three years, beginning in August 1941.

Many BRSofA members and other skilled men who entered the military



A vision of the future is this drawing by Brotherhood member M. C. Nead. It was published in The Signalman's Journal in the 1920s when a Grand Lodge building fund was started with voluntary contributions. Reading Lodge 26 contributed one day's pay for each of its members.

services were able to make important contributions. An example deserving of honorable mention here was that of J. W. Murphy, Brotherhood Local Chairman on the C&NW. He had served in the Marine Corps in the 1917-1918 war and he again volunteered his services in 1942. His experience and competence in railway signaling and communication work was utilized and he became a Captain in the Army's railway operations.

The Brotherhood followed a policy of keeping all of its members in the military services in good standing without the payment of dues and it protected their seniority, promotion and other rights while they were absent from active railroad work. When we met in convention in the summer of 1944 there were nearly 2,000 members of the Brotherhood in military service.

The State of the Union

The difficult position of the Brotherhood at the beginning of the 1934-1945 period steadily improved year by year as the evils of the Great Depression was replaced by a slow economic recovery in the late 1930s and then by the wartime boom.

When our 1944 convention was held in Cleveland the membership had almost doubled from the low point of the depression about ten years earlier. We had a total of 179 functioning local unions. There were 112 agreements in effect covering wages and working conditions of our members, many of them applying to two or more carriers. The Grand President estimated in his convention report that there were less than 100 signal department employes on railroads covered by the Railway Labor Act who were not represented by the Brotherhood and included in our agreements.

In 1947, the Brotherhood purchased a house at 503 Wellington Avenue in Chicago, Illinois for use as Grand Lodge Headquarters. This building was in the Lincoln Park area of the city.

In 1959, the Brotherhood constructed a new building at 2247 West Lawrence Avenue on Chicago's northwest side.

We were established on nearly a 100% basis throughout the United States and Canada.

Our financial condition was no longer a cause for distress, in fact the Grand Secretary-Treasurer was able to say in his report that the union was in the best financial situation since its inception. Our net worth was far greater than ever before, even after writing off the depression created losses in what had been thought to be investments. The Grand Trustees were so encouraged by the financial progress which had been made under Lyon's leadership that they recommended, and the convention agreed, that the salary of $5,500 per year being paid to the leader of all the signalmen in the U.S. and Canada should be increased by $250 per year!

Much progress had been made, especially from 1940 to 1944, in further solidifying the organization and in obtaining recognition and written agreements on several properties not previously organized. The Brotherhood was re-established on the only major railroad in the U.S. where a company union had still existed. Many of the agreements originally executed in the 1920s were overhauled and materially improved. The adjudication of many disputes over the proper application and interpretation of agreements rules by the National Railroad Adjustment Board was of great benefit.

In sum, the status of the Brotherhood was excellent when compared to

Present Grand Lodge Headquarters are in a modern two-story office building in Mt. Prospect, Illinois, a suburb northwest of Chicago. The building is at 601 West Golf Road, about 20 miles from the city and eight miles from O'Hare International airport.

any previous time in its history. Despite the high turnover, especially among the newly hired signal department workers, and the unfair and foolish wage restrictions imposed by wartime government regulations, the local and system officers of the union had maintained and improved the health and welfare of the organization to a remarkable degree.

Lyon's Leave of Absence

In early 1945 when arrangements were being completed to secure the appointment of President J. G. Luhrsen of the Train Dispatchers to the Retirement Board a group of the chief executives got their heads together and decided that the RLEA Vice-Chairman, Grand President Lyon of our Brotherhood, was the man they needed in Washington. They succeeded in persuading Lyon that most of the future progress of organized railroad workers was going to be attained by joint and cooperative work through the RLEA and that such work was going to be more important and productive than the efforts of any one individual union. He agreed that if the BRSofA Executive Council could work out arrangements for granting him a leave of absence and make the consequent changes in Grand Lodge personnel without detriment to the continued welfare of the BRSofA he would undertake the work in Washington.

The Chairman of the RLEA at that time was the President of the Switchmen's Union of North America, T. C. Cashen. After obtaining the unanimous concurrence of the other organizations, he sent a formal request to the BRSofA Executive Council that they grant Lyon a leave of absence.

The executive Council did not find it difficult to agree. They granted the leave, effective May 1, 1945, for the remainder of the term of office. They advanced Secretary-Treasurer Jesse Clark to the chief executive's job and they reported their actions and the reasons therefor in detail to the membership.

The New Grand President

1946 saw passage of the Crosser Amendments which provided improvements in the railroad retirement and unemployment insurance systems.

Jesse Clark assumed the top leadership post in our Brotherhood in 1945 with a long and varied experience in union work. He became a member of Local 142 on the Pennsylvania Railroad in Terre Haute, Indiana in August 1919 when he was 18 years of age. In 1924 he was Recording Secretary of his local union and a delegate to our international convention in St. Louis. He later served as Chief Signalman and then as Local Chairman. While serving in the latter capacity he was elected Vice-Chairman of the General System Committee on the Pennsylvania.

After four years as General Chairman, during which he brought about numerous progressive changes as the representative of our largest group of members, he was elected to the position of Assistant to the Grand President at the Toronto convention in 1938. For a portion of the 1941-1942 period he served as a field Vice-President and, beginning January 1, 1943, he became Grand Secretary-Treasurer, replacing the retiring Tom Austin.

When the BRSofA Executive Council was confronted with filling the vacancy in the office of Grand President in April 1945 Clark was the logical choice. He was then 44 years of age, had accumulated more than ten years of full-time Brotherhood experience in four different offices, was already located at our Grand Lodge headquarters and was familiar with the duties and problems of the Grand President's office.

Two Presidents Emeritus and the current President of the Brotherhood are shown at the ground breaking ceremony in Washington, D.C. for the new Railway Labor Building in 1958. Left to right, are: Dan Helt, PE, Jesse Clark, and Art Lyon, PE.

Clark was not only well equipped to take over the leadership of the Brotherhood by reason of his training and experience but also because of numerous personal characteristics. Among his assets was a natural and attractive personality which brought him many loyal friends and supporters. Some of Dan Helt's charism had doubtlessly rubbed off on Clark during their years of close association. But above all, he was a dedicated and diligent officer throughout his nearly 39 years as a Grand Lodge officer.

The Forty Hour Week

It is of interest to record that Jesse Clark was one of the principal agitators among the leaders of the organizations to get the forty hour movement started. He, in fact, made the formal motion at a meeting of the sixteen cooperating organizations that notices should be served in April 1948 on all the carriers, thus starting the ball rolling. Clark took a far more than leading part in the year and more of hectic activity which followed. He served as secretary of the ad hoc committee of chiefs in charge of the movement. He also served on subcommittees and on the standing aftermath committee.

An Emergency Board was appointed on October 18, 1948. It consisted of Dr. William M. Leiserson, David L. Cole and George A. Cook. Leiserson was without doubt the most intelligent and astute personality that any of us on the labor side ever knew. David Cole had established an excellent reputation as a labor relations expert and arbitrator, mostly in other big industries. George Cook has spent most of his life on various assignments having to do with railway labor disputes. He had been a member of the NMB prior to his retirement.

The handling of this dispute by Dr. Leiserson, from the beginning of the Board's hearings four days after its appointment until March of the following year, was one of his major achievements during the many years of his activity in the labor relations field. After it became evident that the railroads' committee of stonewallers and our chief executives could not

Secretary-Treasurer R. T. Bates (left) confers with President C. J. Chamberlain (right) in the latter's office at Grand Lodge Headquarters in Mt. Prospect, Illinois.

agree on any important points, as to the implementation of the Board's excellent report, Leiserson and his two colleagues were called upon to meet with the contestants, act as mediators and issue some interpretations and recommendations.

But the representatives of the railroads' war departments remained adamant. Finally it was agreed to ask the three Board Members to act as arbitrators and make a binding decision as to the content of a national forty hour work week agreement. It was late March 1949, on an early Sunday morning, after a marathon all night series of conferences, that Clark and his associated chiefs were able to complete the agreement.

The settlement of this important controversy without a date being set for a national strike and without any need for a governmental "seizure" of the railroads was an effective refutation of the claims that the procedures of the Railway Labor Act were inadequate and should be replaced by some system of compulsory arbitration.

Beginning of a New Era

The 1967 convention in Chicago became a most important milepost in the Brotherhood's history. President Clark, having survived or perhaps even thrived through more than twenty years in a most difficult and demanding job and having reached the customary retirement age of 65, laid down the gavel.

The convention, as he and others expected, replaced him with the energetic and highly qualified young man who had served as international Sec-

retary-Treasurer for six years.

C. J. (Chuck) Chamberlain, at the ideal age of 46, was well prepared to take over. It may be said that he was more than "ready, willing and able."

One of the best things that President Clark ever did for the good of the organization was his recruitment in 1957 of the highly competent and motivated Vice-General Chairman of our Chicago and North Western General Committee for a job as Grand Lodge Representative at international headquarters. Chamberlain had been Vice-General Chairman for some ten years and was not without varied and valuable experience. Moreover, he had a potential for future leadership which Clark surely recognized.

Following in the footsteps of his father, a career signalman on the North Western, Chuck hired out in the signal department as an assistant signalman in 1938 when only 18 years of age. He was soon actively interested in the union and became Recording Secretary of Local 108 in 1941 and Local Chairman in 1945.

He found time in the 1950s to serve as an Alderman in the City Council of his home city of DeKalb, Illinois and as chairman of its Police and Fire Commission. Such an experience in civic or public affairs, it should be noted, has always been valuable training for a potential union leader.

Four years of hard labor as a GLR at international headquarters surely broadened the outlook and tempered the steel in the man. When Charley Bromley retired at the 1961 convention, Chamberlain was the unanimous choice to succeed to the job of international Secretary-Treasurer.

The 1967 convention advanced another up and coming young man from the job of Vice-President at headquarters to the Secretary-Treasurer's position. But ill health prevented Paul Drummond from serving out the ensuing term of office. He was replaced by Vice-President R. T. Bates in 1970 and the convention of that year affirmed his selection.

Bates had experienced a rapid and well merited rise from one Brotherhood office to another after having been elected Local Chairman on the Portland, Oregon, Division of the Southern Pacific in 1957. In 1963 he had become General Chairman on the huge SP system and the 1967 convention had elected him to a Vice-President's position. Like Chuck Chamberlain, he had grown up in a railroad signalman's family; his father, one of the first members of Local 152, having started railway work as early is 1916.

Union shop or membership agreements were signed following passage of Public Law 914 and the Cole Emergency Board report to the President of the United States in February 1952.

Accelerated Progress

Without doubt the eight year period from 1967 through 1975 has been the busiest and most productive in the Brotherhood's history.

All of us probably agree that the most important events were the several successful campaigns to substantially advance the levels of wages, benefits and working conditions in both the Dominion of Canada and the United States.

Requests for general wage increases and for skill differentials were served by our general chairmen on all U.S. railroads in March of 1968. The practice of progressing wage increase demands through joint movements with other unions had been set aside, our Grand Lodge officers and general chairmen having concluded that our special needs should no longer be subordinated in settlements covering many less skilled classes of workers.

Insufficient recognition had been given over the years to the fact that technical and scientific changes in the art of railway signaling had made the work of our members much more skilled and demanding. The typical signalman of the 1960s was not only a skilled mechanic but a specialized technician who was entitled to a wage taking into account the tremendous benefits he was bringing to the efficiency and productivity of a technically developing industry.

Another good reason for our union's changed policy was the need for re-establishing a reasonable differential in the wage rates for the less skilled and those with higher skills. Repeated applications of flat increases in cents per hour—instead of in percentages—over three or more decades had badly distorted those differentials.

The March 1968 movement encountered the delays that unfortunately often plague the procedures of the Railway Labor Act and a period of more than twelve months had elapsed, with a weak and unsatisfactory report from a Presidential Emergency Board having been issued, before a crisis was reached. Chamberlain and his negotiating committee, knowing that their members were solidly behind them, announced a national strike date for April 14, 1969. For the first time in its nearly seventy years our organization was prepared to tie up the industry in order to obtain a fair and decent settlement.

Less than 24 hours before the strike deadline the Secretary of Labor intervened with the result that negotiations were resumed and a tentative agreement was reached. The agreement was later ratified by our general chairmen and finally signed on April 21, 1969.

Although that April 1969 wage increase was the largest ever obtained by the union up to that time it was considered as only a first step in a longer range campaign. So on October 1 of the same year further demands were served on the carriers for substantial percentage increases. The railroads, following their usual strategy, made 18 counter proposals designed to turn the clock back to the days when there were no effective or meaningful labor agreements.

The highlight of this wage movement was our national strike against all U. S. railroads on May 17 and 18, 1971. With much cooperation from the members of other classes and crafts, who generally observed our picket lines and in some cases helped with the picketing, the railroads were immobilized. The U.S. Congress quickly intervened with emergency legislation which had the effect of terminating the strike and ordering very substantial wage increases. But one of the "on-and-off-again" wage-price freezes of the Nixon administration interfered with and delayed final disposition of the controversy until November 16, 1971.

Brotherhood of Railroad Signalmen, even during its year of adversity prior to 1918, has never failed to hold a scheduled convention.

A big advance in the take-home compensation of our members was accomplished in a joint cooperative move with all the other railroad unions in March 1973. National negotiations resulted in the railroad companies agreeing to assume the railroad retirement tax in excess of the social security tax paid by workers in all industries. This resulted in varying amounts of increases in monthly compensation with the maximum being calculated at over 30¢ an hour.

Along with this March 1973 agreement was a commitment to change the retirement system to permit a worker with 30 years of creditable service to retire at 60 with no reduction in his annuity. The parties to the agreement also established a joint standing committee to immediately consider the

"restructuring" of the entire retirement system and to report to the Congress with an agreed upon program for restoration of its financial integrity.

The new legislation comprehensively restructured the railroad retirement system, substantially improved its financial condition, removed inconsistencies from the previous law, and preserved individual equities of career employes and their families. Passage of the 1974 Act was preceded by amendments enacted in July of 1973 to the Railroad Retirement Act of 1937. These 1973 amendments reflected preliminary agreements negotiated by labor and management for changes in the systems.

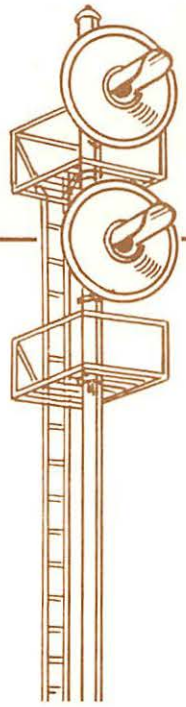
The 1975 amendments to the Railroad Unemployment Insurance Act were also based on joint recommendations negotiated by a joint committee of railway labor and management representatives. This legislation increased unemployment and sickness benefits, provided extended unemployment benefits during periods of high unemployment for employes with less than 10 years of service, previously not eligible for extended benefits, and liberalized eligibility requirements for new employes.

Officers elected at the 40th Regular Convention in Quebec in August 1976 are shown (left to right), standing: Vice Presidents W. D. Best, W. W. Altus, Jr., C. S. Chandler, M. B. Frye, J. E. Platt, J. W. Walsh, and J. T. Bass. Seated are C. J. Chamberlain, president; R. T. Bates, secretary-treasurer; W. W. Lauer, chairman, Board of Trustees; G. A. Harrington, secretary, Board of Trustees; A. Cunningham, member, Board of Trustees.

In 1974 another national campaign was inaugurated by our Brotherhood. An industry wide agreement was negotiated some months later without the aid (or interference) of the government and with no strike threat or the creation of a crisis or national emergency.

The January 29, 1975 settlement, negotiated and signed by all members of our Grand Executive Council, provided for four general wage increases: the first of 10% to take effect on January 1, 1975; the second of 5% on October 1, 1975; the third of 3% on April 1, 1976; the fourth of 4% on July 1, 1977. It also provided for cost of living allowances, based on the government's Consumers' Price Index, and a national dental plan to be paid for by the railroads and to be effective March 1, 1976.

Signalmen install signals on the Long Island in 1954, just as their predecessors installed the first absolute permissive block signalling on the Toronto, Hamilton and Buffalo in 1911 (see front cover).



BROTHERHOOD OF RAILROAD SIGNALMEN
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er of Local 202 before the local's consolidation with Local 51. He was signal maintainer at Martin, TN at the time of his retirement.

These five brothers have a combined total of 190 years of service with the Illinois Central —Illinois Central Gulf since the IC-GM&O merger of August 10, 1972—and are to be commended for their fine service to the railroad and to the Brotherhood of Railroad Signalmen, said General Chairman B. J. Woodruff.

Local 51 regrets that all other retired members invited, who had not been previously honored with a retirement dinner—namely, V. J. Batson, R. R. Belcher, L. G. Forby, R. L. Holder, L. Lipe, G. P. McKoethon, H. G. Ross, J. Simpson, E. E. Terry, O. L. Washburn, C. Weise, and Glenn Dale were unable to attend.

We were particularly saddened to learn at the dinner that Brother R. R. Belcher, one of those to be honored and who was planning to attend, passed away unexpectedly on July 8, 1976. He was 67. Brother Belcher retired on a disability annuity June 21, 1968, with 38 years of service. His service included time as a coal chute operator in maintenance of way and a fireman in transportation. He was a testman at the time of his retirement.

After the delightful three-entree buffet dinner, which was preceded by hors d'oeuvers and punch, General Chairman Woodruff, Master of Ceremonies for the event, gave all those who wanted to speak the opportunity to do so. In behalf of all officers and members of Local 51, thanked Vice President and Mrs. C. S. Chandler, as well as all the rest, for attending and wished all the retirees, long, healthy, and happy retirements.

Brother M. J. Bourne (second from right) was presented a picture of CB&Q Engine No. 3003 pulling a fast mail train through Naperville, IL. Shown here at the presentation (left to right) are: D. B. Johnson, signal supervisor BN; Mrs. M. J. Bourne and W. W. Lauer, vice general chairman BN.

Brother Bourne honored on his retirement

On July 31, 1976 a retirement party was held in Sandwich, IL, at the Edgebrook Country Club for Brother M. J. Bourne, ctc signal maintainer at Sandwich. A social hour and dinner was held with 125 in attendance. Brother Bourne was presented with retirement pins from both the Burlington Northern and the Brotherhood of Railroad Signalmen.

Brother Bourne is a member of Galesburg-Aurora Lodge 103, and he worked for the Chicago, Burlington & Quincy and the Burlington Northern, Inc. for 35 years. Brother and Mrs. Bourne will make their home in Quincy.

The picture is a copy of Engine No. 3003 pulling a fast mail through Naperville and was presented to Brother and Mrs. Bourne besides a monetary gift.

"Jay" as he is known to his many friends and brothers will be missed but everyone wishes him and his wife an enjoyable retirement, reports W. W. Lauer, vice general chairman.

Local 182 holds picnic that will be an annual

The first of what is hoped to be an annual gala occasion was a picnic at Cloudcroft, NM, sponsored by El Paso Lodge No. 182 of the Southern Pacific. Brother P. C. Gowen, local chairman, reports that attendance was good at this first picnic held on June 26.

Funds are needed for Local 121 member

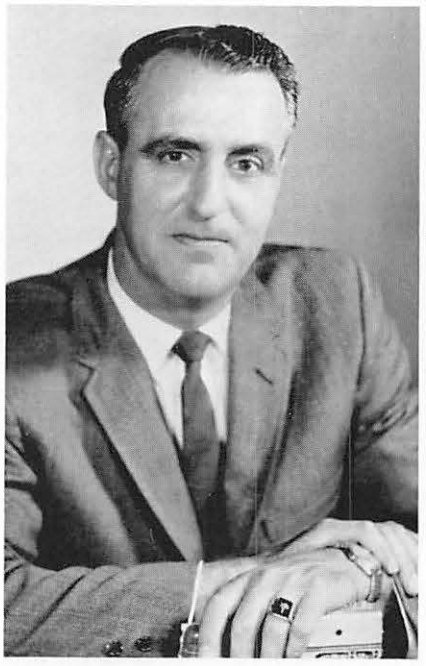
It is with deep sorrow that the members of Santa Fe Local 121 wish to notify all the friends of retired Brother Rueben Gaylor that he has cancer and is under treatment for which his hospital insurance will not pay. For those who can and would care to do so, cash donations to him can be sent to the following:

Mrs. Rueben Gaylor, General Delivery, Dougherty, Oklahoma 73108.

E. A. Kidd, recording and financial secretary, extends the thanks of Local 121 to all who can make a contribution.

Personal Aids and News

Students may get survivor benefits says R. T. Bates



The 18 to 22-year old children of deceased railroad employees may be eligible for survivor annuities under the Railroad Retirement Act if they are attending school on a full-time basis. Railroaders are thus assured that their children can receive some financial assistance to continue their education in the event of the employee's death.

The following questions are among those most frequently asked the U.S. Railroad Retirement Board about these student benefits.

(1) How much do students' annuities generally amount to?

At the end of June the average monthly benefit paid to a student by the U.S. Railroad Retirement Board was about $254.

(2) What is required for the student to be eligible?

He must be between 18 and 22 years old, unmarried, and attending school on a **full-time basis.** His deceased parent must have been insured for survivor benefits under the Railroad Retirement Act, which requires at least 10 years of railroad service and a "current connection" with the railroad industry. The current connection requirement is generally met if the parent was working in the railroad industry up to or shortly before his death or retirement. If the parent did not meet these requirements, the Social Security Administration will have jurisdiction over such benefits. In that event, benefits will be somewhat less.

Dependent grandchildren of employees may also qualify for annuities, if their parents are deceased or disabled.

(3) What is required for a child to qualify as a full-time student?

A student attending day or evening classes meets this requirement if his course of study lasts at least 13 weeks, and if the school considers him a full-time student according to their standards. In addition, if he attends a high school, vocational school, or any educational institution other than a junior college, college or university, the student's rate of attendance must be at least 20 hours a week.

(4) Are there any restrictions on the type of school a student may attend in order to qualify for an annuity?

Yes. He must attend a public school that is supported by the local, State, or Federal government; a private school that is approved by the State or is accredited by a recognized accrediting agency; or a nonaccredited school from which credits are accepted on transfer by at least three accredited schools. Attendance at foreign secondary schools and many foreign colleges and universities is also acceptable.

(5) Will enrollment in correspondence courses qualify a child as a full-time student?

Generally not. Only under certain special circumstances which prevent actual classroom presence can correspondence courses be considered to establish full-time attendance. Anyone considering correspondence courses should check with the nearest Board office for details concerning his specific case.

(6) If a child is taking some job-related courses at a college at the request of his employer, can he receive an annuity if he is receiving his salary while at

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school?

No. The fact that his **employer pays him while he is attending school** disqualifies him for an annuity. However, a student participating in a work-study program (in which he works at a job assigned to or obtained for him by the school as an integral part of his instruction) is considered to be in full-time attendance.

(7) Will a student receive his annuity for the months that he is not in school?

He can receive his annuity during periods of four months or less (such as summer vacation) if he was attending school full-time before the period began and **intends** to return to school full-time within four months.

(8) Will a student's earnings affect his annuity?

The rules on earnings for students are the same as for other survivors. He may earn up to $2,760 each year with no effect on his annuity. If he earns more, his annuity will be reduced at the rate of $1 for every $2 earned over $2,760; however, he will not lose benefits for any month in which he earns $230 or less. A student is not entitled to receive an annuity for any month in which he works in the railroad industry.

(9) When does a student's eligibility end?

Entitlement to an annuity ends when a student reaches age 22, marries, or stops attending school on a full-time basis. However, his benefits can be extended through the end of the quarter or semester in which the student attains age 22, if he is in full-time attendance in the month he attains age 22, and he has not yet completed the requirements for a bachelor's degree.

(10) Is a student obligated to notify the Board if he decides to cease attending school full-time or to marry?

He should notify the nearest district office of the Board immediately, in order to avoid a possible overpayment which may be difficult to repay. ANY CHECKS HE RECEIVES IN ERROR SHOULD BE RETURNED UNCASHED TO THE BOARD. It is also his responsibility to report his earnings to the Board if he expects to earn more than $2,760 annually.

(11) Can the children of a retired employee qualify during the retiree's lifetime for student annuities like those provided for the children of a deceased employee?

No, cash annuities are not payable to children while a retired employee is living. However, in some cases the annuity of a retiree himself is increased because of his student, minor, or disabled children through the special-guaranty provision of the Act.

What you must do to become eligible for retirement benefits

The Railroad Retirement Act provides retirement, disability and supplemental annuities for railroad workers, retirement annuities for their spouses, and survivor benefits.

The following questions and answers describe the basic eligibility requirements for retirement benefits and illustrate the steps railroad workers should take when they are ready to retire.

(1) What are the eligibility requirements for regular employee

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NATIONAL ELECTRIC GATE CO.

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Lamps — Mechanisms

annuities?

The basic requirement for regular railroad retirement annuities is the completion of 10 years (120 months) of railroad service. Once an employee has completed 10 years of service, he can receive a full annuity at age 65 or an annuity reduced up to 20 percent for early retirement at ages 62-64. All employees with 30 years of service retiring after June 1974 can receive a full annuity as early as age 60.

(2) What are the requirements for supplemental annuities?

In order to receive a supplemental annuity, an employee must have at least 23 years (294 months) of creditable railroad service and a "current connection with the railroad industry" on his, or her, regular annuity beginning date (see question "6"). Also, his regular annuity must have been awarded after June 30, 1966, and he must permanently discontinue all railroad work by his closing date which is generally the last day of the month following the month he attains age 65.

An employee with 30 years of service whose regular railroad retirement annuity begins after June 30, 1974, can receive a supplemental annuity as early as age 60. Employees who retired before July 1, 1974, and those with 25 to 29 years of railroad service must be age 65 in order to receive a supplemental annuity.

(3) I understand that there are two different types of railroad retirement employee disability annuities. What are they?

The first is an annuity which is based on **disability for all employment** (total disability) and is payable at any age under 65 to employees with at least 10 years of railroad service. The second is an annuity based on **disability for the employee's regular occupation** (occupational disability) and is payable at any age if the employee has at least 20 years of railroad service, or at 60-64 years of age if the employee has 10 or more years of service. The employee must also have a "current connection with the railroad industry" (see question "6") in order to qualify for an annuity based on occupational disability.

(4) How do the standards for total and occupational disability differ?

An employee is considered to be totally disabled if medical evidence shows that he has a permanent physical or mental condition which prevents him from performing any regular work.

An employee is considered to be occupationally disabled if his physical or mental condition is such that he is permanently disabled for work in **his** regular occupation even though he may be able to perform other kinds of work. A condition is considered to be permanent if it has lasted or may be expected to last for at least 12 months.

(5) Are disability annuities reduced because the annuitant has not reached retirement age?

No. They are not reduced for age.

(6) How does a railroad worker meet the "current connection with the railroad industry" requirement for supplemental annuities and occupational disability annuities?

To meet the current connection requirement for such annuities, an employee must have had at least 12 months of railroad service in the 2½ years before retirement. If he does not qualify on this basis, but has 12 months in some other 2½ year period, he may still meet the current connection requirement. However, this alternative applies only if the employee did not work in a regular job after the 2½ year period in which he did have 12 months of railroad service.

Self-employment (working in an individual's own unincorporated business) will not break a current connection. Also, working for certain U.S. Government agencies (Department of Transportation, Interstate Commerce Commission, National Mediation Board, Railroad Retirement Board) will not break a current connection for a disability annuity if the disability began after 1974 nor break a current connection for a supplemental annuity if the regular annuity began after 1974.

(7) Can the wife of an employee receive a spouse annuity at age 60?

A full spouse annuity is payable at age 60 to the wife of an employee age 60 with 30 years of service, if the employee's regular annuity begins after June 1974.

If the wife of such a 60/30 retiree has a minor or disabled child of the employee's in her care, she is eligible at any age.

(8) How old must a wife be to get a spouse annuity if her husband had less than 30 years of railroad service upon his retirement?

If he retired after 1974 and he is at least age 62, she can get a reduced spouse annuity at age 62 or a full annuity at age 65 or at any age if she has a minor or disabled child in her care. If he retired before 1975 with less than 30 years' service, he must be 65 before his wife can be entitled to an annuity. Under those circumstances she can get a reduced annuity at age 62 or a full annuity at age 65 or at any age if she has a minor or disabled child in her care.

(9) What steps should I take when I'm ready to retire?

When you are ready to retire, you must leave your railroad job and any non-railroad job you have. However, if you are self-employed in your own unincorporated business, you need not give up that work. You may also continue to serve as an elected public official.

You must relinquish your rights to return to railroad service and relinquish any other employment rights unless you are under retirement age and applying for a disability annuity. You must also file a retirement application with the Board.

(10) Can I get an estimate of the amount of my railroad retirement annuity?

Yes. You should visit the nearest district office of the U.S. Railroad Retirement Board. There a Board representative will explain your benefit rights, prepare an estimate of your annuity, and answer any questions you may have.

If you cannot visit a district office personally or if there is not a Board office near your home, call or write to the closest office for information and assistance. Check with your local Post Office for its location.

Among the gifts Brother Seely received was a miniature sculpture showing a man sitting in a rocking chair. Shown here looking at this gift are (left to right): B. L. Denison, recording and financial secretary of Local 24; Mrs. Caroline Seely, Brother J. H. Seely, daughter Susan (holding the gift) wife of Paul Brown (her left) a Denver State Representative from District 55, and R. L. Seely, brother of J. H.

Back copies of Signalman's Journal are available

W. James Gillis of 14 Victoria Street, Campbellton, NB, Canada E3N 1H7, has back copies of The Signalman's Journal practically intact as far back as 1936. If anyone is interested please write directly to Brother Gillis.

J. H. Seely, signal maintainer, Denver & Rio Grande Western, retired recently. Brother Seely (left) receives his 35 year pin from W. E. Ferguson, general chairman, as Vice President J. T. Bass watches.

Vice Presidents C. S. Chandler, W. W. Altus, Jr., J. T. Bass and W. D. Best (shown left to right) for the signalmen were also at this FRA-BofRS Hours of Service briefing.

Brotherhood of Railroad Signalmen recently met with Federal Railroad Administration officials concerning interpretations of the Hours of Service Act at is applies to signalmen. Shown here (left to right) are: Larry Mann, attorney for RLEA; W. F. Holl, assistant to associate administrator for safety, FRA; and M. B. Frye, vice president, BofRS.

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Obituaries

Frederick W. Wolf, retired signalman for the former Pennsylvania, at Newark, NJ, died recently. Brother Wolf had completed 42 years service when he retired in 1954. He was a member of Trenton Lodge 102 and had at one time served as semaphore.

Glen B. Creed, retired signal maintainer for the former Northern Pacific, at Auburn, WA, died recently. Brother Creed had completed 44 years service when he retired in 1963. He was a member of St. Paul Lodge 87.

Kenneth A. Knittel, 58, signal maintainer at Lena, IL, for the Illinois Central Gulf, was killed when his motor car was struck by a train on March 2, 1976. Brother Knittel had completed 20 years of service and was a member of East Dubuque Lodge 29. The officers and members of Lodge 29 extend their deepest sympathy to his wife and family.

Albert T. Hughes, retired signal maintainer for the Western Pacific, at James, CA, died recently. Brother Hughes had completed 30 years service when he retired in 1969 and was a member of Sacramento Lodge 179.

Charles Behymer, retired traveling signal mechanic for the Chesapeake & Ohio, at Covington, KY, died March 27, 1976. Brother "Tot" Behymer, as he was called by members of Gateway Lodge 135, had completed 45 years service when he retired in 1965. Brother Behymer had served for several years as financial secretary for Lodge 135. He was a member of the Colonel Clay Lodge No. 159, F&AM and a 33rd degree member of the Scottish Rite. He is survived by his wife, Ruth; six daughters, two brothers, 8 grandchildren and one great-grandchild. The officers and members of Gateway Lodge 135 extend their sincere condolences to Brother Behymer's family.

Carl Waddell, signal maintainer for the Louisville & Nashville at Louisville, KY, died recently. Brother Waddell had completed 46 years service with the L&N when he retired in 1969. He was a member of Lucky Lodge 13.

Anton Schell, retired signal maintainer for the former New York, New Haven & Hartford, at New Haven, CT, died recently. Brother Schell retired in 1968 and was a member of Nutmeg Lodge 7.

Irving H. Suprenant, retired assistant signalman for the former New York, New Haven & Hartford, at Hartford, CT, died February 24, 1976. Brother Suprenant had completed 26 years service when he retired in 1972. He was a member of Nutmeg Lodge 7 and had served as a trustee.

Paul F. Byrd, retired signal maintainer for the Louisville & Nashville, at Louisville, KY, died recently. Brother Byrd had completed 35 years service when he retired in 1975. He was a member of Lucky Lodge 13.

John Milch, retired signal maintainer for the New York, New Haven Hartford, at Hartford, Ct, died recently. Brother Milch had completed 53 years service when he retired in 1961 He was a member of Nutmeg Lodge 7.

Charles F. Cross, retired signal maintainer for the Southern Pacific at Morgan City, LA, died April 4, 1976. Brother Cross had completed 46 years service with the Texas & New Orleans Lines when he retired in 1955. He was a member of Gulf Coast Lodge 99.

Roy Tefft, retired signal maintainer for the Santa Fe at Corcoran, CA, died recently. Brother Tefft had completed 40 years service when he retired in 1959. Brother Tefft had been a member of San Joaquin Valley Lodge 173 and had served as recording and financial secretary.

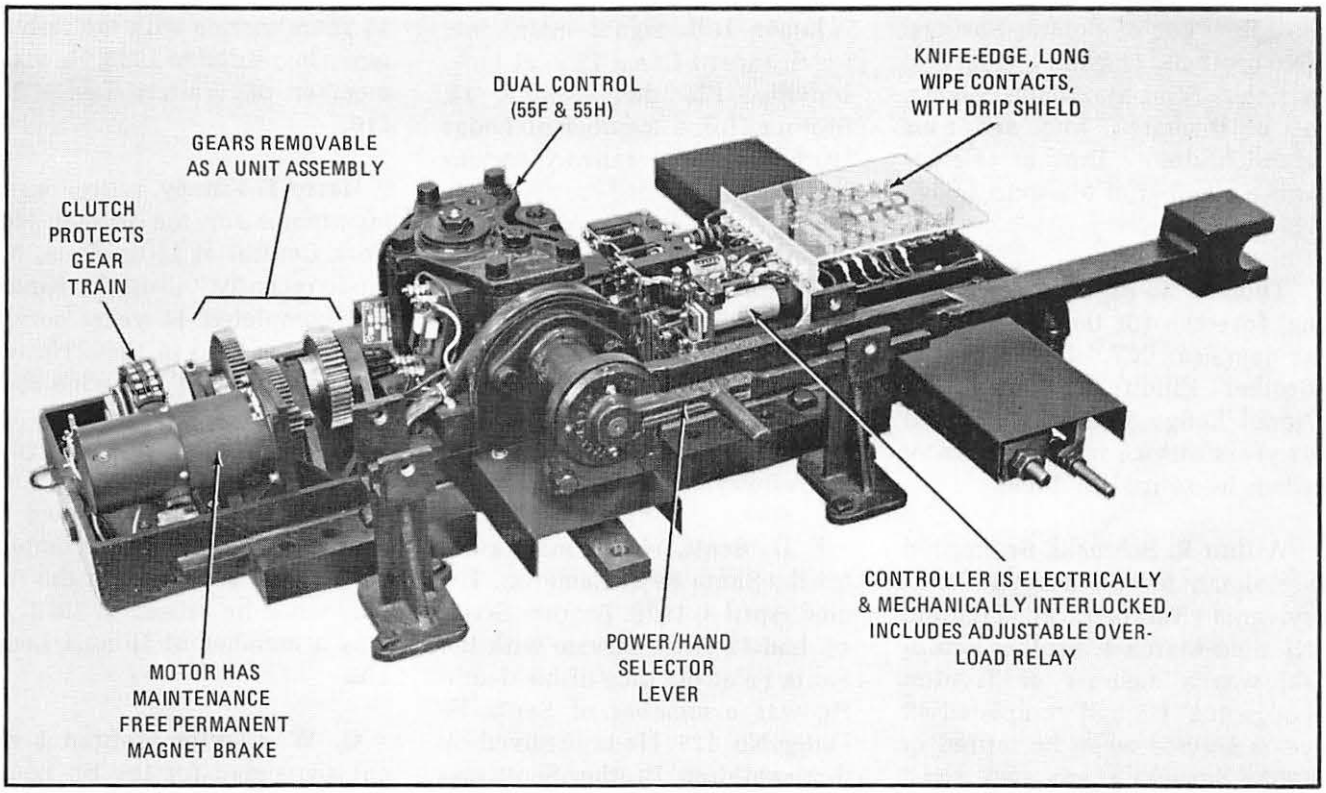
James F. Joyce, retired leading signal maintainer for the Penn Central at New York City, died recently. Brother Joyce had completed 49 years service when he retired in 1973. He was a member of New York City Lodge 76.

John E. Schott, retired leading signal maintainer, for the former New York Central, died February 13, 1976. Brother Schott was located at Stryker, OH and had completed over 46 years of service with the railroad when he retired. He was a member of Toledo Lodge 10. He is survived by his wife, Louise.

Bruce De Geer, retired test man for the former Pennsylvania at Pittsburgh, PA, died recently. Brother De Geer had completed 40 years service with the railway when he retired in 1960. He was a member of Pitt Lodge 112 and had served as local chairman.

Ira E. Stevens, retired signal maintainer for the former Atlantic Coast Line at Wilson, NC, died recently. Brother Stevens had completed 45 years service with the railway when he retired in 1968. He was a member of former Lodge 84.

Francis C. Grider, retired assistant signalman for the Missouri Pacific at Kansas City, MO, died recently. He had completed 33 years service with the railway when he retired in 1962. He was a member of the Sacred Heart Catholic Church in Bonner Springs, and a 50 year member of the Modern Woodmen Lodge of Ironton, MO. He leaves his wife, Mrs. Georgia Grider; two sons, Harry W. of Olathe, KS,



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55H	Yes	Yes 10/24 v. d-c	24 d-c or 110 d-c or 110 a-c

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and B. J. Lee of Bonner Springs; two brothers, Lee and Fields; and a sister, Mrs. Marybelle Simms, all of Bismarck, MO, and four grandchildren. Brother Grider was a member of Missouri Lodge 72.

Thomas X. Elliott, retired signal foreman for the Long Island at Jamaica, NY, died recently. Brother Elliott, a member of Aeriel Lodge 56, had completed 42 years service with the railway when he retired in 1969.

Arthur R. Schipski, Sr., retired signalman for the former Pennsylvania Railroad, at Trenton, NJ, died March 1. Brother Schipski was a member of Trenton Lodge 102. He had completed 49 years service when he retired in 1967. Surviving are two sons, Richard C. of Miami, FL and Arthur, Jr. of Levittown, PA; three grandchildren; three great-grandchildren and several nieces and nephews. Brother Schipski at one time had served as chief signalman for Trenton Lodge 102.

Thomas J. Ritchie, retired lead signalman for the Southern Pacific at Canyon Country, CA, died February 20, 1976. Brother Ritchie had completed 33 years service when he retired in 1975. He was a member of Los Angeles Lodge 104 and had served as local chairman.

N. C. Gallardy, retired signalman for the former Pennsylvania, at Cresson, PA, died recently. Brother Gallardy had completed 43 years service when he retired in 1961. He was a member of Greensburg Lodge 62.

Clarence S. Grinter, retired lead signalman for the former Gulf, Mobile & Ohio at Chicago, IL, died recently. Brother Grinter had completed over 42 years service upon his retirement in 1965. He was a member of Alton Lodge 85.

James Hill, signal maintainer for Seaboard Coast Line at Jacksonville, FL, died March 16. Brother Hill, a member of Lodge 16, had entered railway service in 1956.

Louis P. Tschiffely, retired signal maintainer for the Louisville & Nashville at Louisville, KY, died recently. Brother Tschiffely was a member of Lucky Lodge 13. When he retired in 1970, he had completed 40 years service with the railway.

J. D. Scott, signal maintainer for the Santa Fe at Cameron, TX, died April 3, 1976. Brother Scott, 48, had 12 years service with the Santa Fe at the time of his death. He was a member of Santa Fe Lodge No. 121. He is survived by three children. Brother Scott was active in the American Legion and the Veterans of Foreign Wars and had served two years in the U. S. Navy during World War II.

Ferdinand A. Ziebell, retired signal maintainer for the Milwaukee Road at Juneau, WI, died May 26. Brother Ziebell, 71, is survived by his wife, Grace; two sons, Loren of Horicon and Timothy, at home; two daughters, Mrs. Glenn Hildebrandt, Beaver Dam and Trudy Ziebell, Sacramento, CA; six grandchildren, seven brothers and five sisters. Brother Ziebell was a member of Milwaukee Lodge 61 and a delegate to the BofRS convention in Las Vegas, NV in 1970. He retired in December, 1970. Brother Ziebell volunteered for the U. S. Army Transportation Corp. in World War II and held a commission as lieutenant in a railroad battalion. Officers and members of Milwaukee Lodge 61 extend their sincere condolences to his family.

F. N. Dowdy, retired signal maintainer for the Southern at Cleveland, TN, died recently. Brother Dowdy had completed 45 years service with the railway when he retired in 1968. He was a member of Walters Lodge No. 110.

Harry T. Kinney, retired signal maintainer for the former New York Central at Little Falls, NY, died recently. Brother Kinney had completed 44 years service when he retired in 1960. He was a member of U.T.K. Lodge 86.

Orville B. Fink, retired signalman for the Chicago & North Western, at Elburn, IL, died recently. Brother Fink had completed 54 years service with the railway when he retired in 1968. He was a member of Illinois Lodge 108.

O. W. Clayton, retired assisant signalman for the St. Louis-San Francisco, died recently. Brother Clayton, a member of Frisco Lodge No. 129, had completed 25 years service when he retired in 1960. He resided in Springfield, MO.

J. W. Chanceller, retired leading signal maintainer for the former Illinois Central at Hazelcrest, IL, died recently. Brother Chanceller had completed 26 years service when he retired in 1970. He was a member of Grand Crossing Lodge No. 70.

Arthur Carter, retired signal maintainer for the former New York Central in New York City, died recently. Brother Carter was a member of Grand Central Terminal Lodge No. 160. He had completed 45 years service when he retired in 1969.

Max A. Coats, retired leading signalman at Danville, IL, signal shop for the Chicago & Eastern Illinois, died recently. Brother Coats had completed 35 years service when he retired in 1958. He had been active in Brotherhood affairs and had served as chief signalman for Lodge No. 174.

NEWS from CANADA

Local 118 meeting has wide-ranging discussion

How the bargaining committee arrived at the solutions to various problems of signalmen; why certain wage adjustments were made, and other topics were discussed by members, and answers provided by Vice President John E. Platt at Local 118's September meeting. Other topics covered:

—Headquarters of Montreal terminal gang and the co-op situation in Montreal.

—Description of the new signal assistant position and the new signal technician position.

—Extenuating circumstances which gave a welder a higher salary than a signalman.

—Raising of sick benefits next year.

—Rights of the new employee and the automatic processing of his union dues.

—How the half fare for employees on Air Canada would adversely affect the airline's operations.

Y. Lemieux reported on a grievance: On doit attendre à quinze de septembre pour affaire de Y. Trudel et il à envoye l'affaire due N.Y.C. au Depute de Comte.

Also in attendance were: A. St. Amour, chief signalman; P. E. O'Halloran, recording secretary; A. Cunningham, local chairman and grand lodge trustee; L. Clement; R. Ayotte; and P. G. N. Bourbonnais.

Brother Cunningham explained to Brother Ayotte that the procedure in awarding an employee separate holidays was determined by the individual supervisor.

Hamilton, Ontario city council approves sale of Toronto, Hamilton & Buffalo to CP Rail. The council voted to suspend the penalty clause of a local by-law that CP Rail said would block sale of TH&B stock by Penn Central trustees to the Canadian railway.

Capital spending on the order of $845 million of public money will be needed says the Alberta Government to develop a single railway authority in northern Alberta to meet future economic needs.

Unemployment rate dropped 0.1% in August to 7.2% seasonally adjusted. However, the Conference Board of Canada predicted that unemployment in 1977 will rise to 7.5% as compared to an average of 7.1% this year and 7.0% last year.

Canadian rail freight traffic rose 3.9% in the first eight months of this year compared to last year. Traffic totaled 173.1 million tons this year. Even though traffic rose, combined net income of Canada's six ma-

As hosts for the 40th Regular Convention of the Brotherhood of Railroad Signalmen, Canadians turned out well for the August meeting in Quebec. Shown here (left to right) standing are: E. F. Charlebois, CPR (local 144); L. P. Morin, TT (175); R. A. Lund, CPR (125); S. Prince, CNR (187); J. Haig, (12); H. Hueston, CNR (204); R. D. Dwinnell, CPR (122); G. W. Orton, CPR (122); R. C. Lewis, CNR (167); R. A. Pellow, CPR (189); D. McManus, CNR (205); J. N. MacTaggart, CNR (167); L. D. Clement, CNR (118); Y. Lemieux, CNR (118); J. Goda, CNR (12); R. L. McCaughan, CNR (12); R. Maheux, CNR (205); R. W. Laney, CNR (165); D. Majury, CNR (165); G. S. Cadrin, CNR (202); R. Fowler, CPR (144); and J. Kutz, CNR (165). Seated (left to right) are: G. McCool, CNR (204); D. McAlpine, TH&B (47); J. R. Dickson, CNR (204); B. Green, CNR (192); A. Graham, CNR (192); A. Cunningham, CNR (118) trustee elect; R. R. Mitchell, grand lodge representative; J. E. Platt, vice president; C. J. Chamberlain, president; John McCormick, Trustee; H. A. Stockdale, retired grand lodge representative; A. N. Cotton, retired grand lodge representative; J. E. Dubois, general chairman and general secretary; W. W. Schaefer, CNR (165); G. L. Heath, CNR (165); R. A. Nason, CPR (184); C. A. Tombs, CPR (209); and A. N. Wright, CPR (12).

jor railways fell to $2.0 million in July compared to $61.7 million in July 1975. Operating revenues fell by 13.9% while operating expenses rose 8.7%. With such low income, it seems ironic that the Canadian Transport Commission could straight-facedly announce that preliminary profit figures from freight operations by the major railways will continue to be within the federal guidelines of the anti-inflation program.

Railway investment in road and equipment totaled $9.8 billion at the end of 1975 an increase of $1.3 billion from December 1971.

Consumer price indexes rose from July to August in all 14 regional cities. The range was from 0.3% in Saint John, Toronto and Edmonton to 1.1% in Regina.

James Hughes O'Neill, 53, died Oct. 22, 1976 at Montreal, Que. He is survived by his wife Jeannette Rolland; daughters Joan (wife of Jean-Pierre Archambault), Viviane, Liliane, Diane, and Suzanne; sons Robert and Patrick; and four grandchildren. Mr. O'Neill was a general signal supervisor on the Canadian National and had been a former local chairman for Young Pioneers Lodge 118 of the BofRS. The funeral was Oct. 25 from the Urgel Bourgis Funeral Home in Montreal with a service at St. Alphonse Church and burial at Cote des Neiges Cemetery.

Allan L. Cameron, retired signal inspector on the Canadian Pacific at Toronto, Ont., has died. Brother Cameron retired in 1973 after completing 46 years service on the railroad. He was a member of Queen City Lodge No. 122.

James Tweedley, retired signal maintainer for the Canadian Pacific at Banff, Alberta, and a member of Foothills Lodge No. 125, has died.

Brother A. N. Cotton, retired grand lodge representative, celebrated his 67th birthday on the closing day of the BofRS 40th Regular Convention, August 13, 1976. Shown here, left to right, are John McCormick, retiring trustee; Robert R. Mitchell, grand lodge representative; Brother Cotton; John E. Platt, vice president, BofRS; and Anthony Cunningham, newly elected trustee from Canada.

Canadians get together at Toronto signal meeting. Left to right are: R. R. Mitchell, BofRS grand lodge representative; G. A. Robertson, training development officer, Canadian National; and D. H. Green, assistant chief engineer signals, Canadian National.

A. N. Cotton, retired grand lodge representative, for Canada, thanks the Canadian delegation for the birthday card presented by Vice President John E. Platt, at a presentation ceremony following the BofRS convention in Quebec.

LRC train set a speed record on a test run on CP Rail (CP Rail photograph).

CP Rail sets a speed record

CP Rail has set a new Canadian rail speed record of 129 mph as part of its high speed test program for the new LRC train. The previous record of 112 mph was established by a CP Rail steam locomotive in 1936.

The new record was achieved during a series of tests conducted on the railway's Adirondack subdivision just east of Montreal. Another Canadian record was established when the LRC held an average speed of 124.5 mph over a one mile stretch of track.

The high speed runs were part of a month-long program of tests being conducted by CP Rail as part of the Department of Industry, Trade and Commerce's long standing project to develop the LRC under PAIT (the Program for Advancement of Industrial Technology). This series of tests also provides CP Rail with important information for its study for the federal government of an improved rail passenger service over the Montreal/Quebec seg-

W. J. Gillis Lodge 167, Canadian National, held a retirement party August 21, 1976 at Moncton, NB to honor Brother Bill Lewis, ex chief signalman for the local. Shown here are (left to right): Brothers D. L. Harris, chief signalman; J. N. MacTaggart, local chairman; J. E. Platt, vice president; Mrs. and Brother Bill Lewis; Brothers R. C. Lewis, local chairman; and C. J. Newlands, recording and financial secretary.

ment of the Quebec/Windsor corridor.

The LRC is a joint venture of Alcan Canada Products of Toronto, Dominion Foundries and Steel of Hamilton and Bombardier-MLW of Montreal.

Canadian National signal maintainer Roman (Ray) Joblonski (center) of Winnipeg Centre Lodge 12, escaped serious injury when a lining bar being used to move a rail section into the clear to do a bonded joint, slipped and struck the side of his hard hat with sufficient force to pierce it. As Arnold Brown (member of Lodge 12) signal supervisor (left) looks on, Bob Tymchuk, regional accident prevention officer for CN at Winnipeg, fits Ray with his "Lifesaver Award" metalized hard hat, donated by the supplier in acknowledgement of the incident. (Canadian National photograph).

Ernest George Wood, retired ctc maintainer at Whitewood, Sask. on the Canadian Pacific died. Brother Wood had completed 41 years service when he retired in 1966. He was a member of Winnipeg Centre Lodge No. 12.

Grand lodge representatives R. R. Mitchell (left) and W. B. Harwell, Jr. (center) meet J. M. "Jimmy" Carter (right), account representative for Union Switch & Signal Division, Wabco at the C&S meeting in Toronto.

Herbert Jackson, retired signal foreman at the Toronto, Ont. signal shop on the Canadian Pacific, has died. Brother Jackson retired in 1966 after completing 48 years service with the railway. He was very active in Queen City Lodge No. 122 having served as chief signalman and local chairman. He had served as assistant general chairman of the CP general committee.

T. J. Emery, retired signal maintainer for the Toronto, Hamilton & Buffalo at Hamilton, Ont. died. Brother Emery had completed 31 years service with the railway when he retired in 1973. He was a member of Hamilton Lodge No. 47.

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In recognition of the popularity of the Brotherhood of Railroad Signalmen Group Insurance Family Life Program two important new features have been added. A current 10% BENEFIT INCREASE, effective January 1, 1977 through December 31, 1977, for member coverage, increasing the value of your selected benefit without any increase in premium. And, in addition, the maximum available coverage has been increased to $50,000.

Through the purchasing power of our more than 14,000 members we have been able to provide and improve this life insurance program. Designed as an inexpensive means of supplementing your insurance protection this program can play an important part in maintaining the personal security of B. of R. S. members and their families.

Consider the advantages . . . you select the benefit level of your choice, now up to $50,000 . . . a 10% benefit increase at no increase in premium . . . ABSOLUTELY NO HAZARDOUS DUTY EXCLUSIONS . . . and, it's renewable through age 74 with no decrease in benefits.

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WHO IS ELIGIBLE TO APPLY—During this Open Enrollment Period, all active members under age 60 may apply for $5,000, $10,000, $15,000, $25,000, $35,000 or 50,000.

If you wish, you may also insure your spouse for $2,500 if he or she is under age 60. Also all unmarried dependent children ages 6 months to 23 years may be insured for $1,000 ($100 age 14 days to 6 mos.). A single premium of $1.05 quarterly covers all eligible children in a family.

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under 25	2.85	5.70	8.55	14.25	19.95	28.50	1.00
25-29	3.00	6.00	9.00	15.00	21.00	30.00	1.05
30-34	3.25	6.50	9.75	16.25	22.75	32.50	1.15
35-39	4.20	8.40	12.60	21.00	29.40	42.00	1.50
40-44	6.20	12.40	18.60	31.00	43.40	62.00	2.15
45-49	9.55	19.10	28.65	47.75	66.85	95.50	3.35
50-54	14.85	29.70	44.55	74.25	103.95	148.50	5.20
55-59	23.15	46.30	69.45	115.75	162.05	231.50	8.10
60-64**	32.80	65.60	98.40	164.00	229.60	328.00	12.20
65-69**	52.70	105.40	158.10	263.50	368.90	527.00	18.50
70-74**	81.50	163.00	244.50	407.50	570.50	815.00	24.95

CHILD(REN)

A single premium of $1.05 quarterly insures all eligible children ages 6 mos. to 23 yrs. for $1,000 each (ages 14 days to 6 mos., $100 each).

* Premiums are based on the member's age (use member's age for spouse premium) on effective date and increase as of January 1, policy anniversary date, following the member's entrance into each succeeding age bracket as shown above.

** FOR RENEWAL ONLY.

*** 10% INCREASE IN BENEFITS applies to all benefit levels and to members only. It is effective for members who are insured during the period of January 1, 1977 through December 31, 1977, at no additional cost to you.

UNDERWRITTEN BY:

Bankers Security
LIFE INSURANCE SOCIETY
Executive Office: Washington, D.C.
Home Office: New York City

–TEAR OUT AND MAIL TODAY–

BROTHERHOOD OF RAILROAD SIGNALMEN GROUP INSURANCE TRUST—180 N. La Salle St., Suite 3220, Chicago, IL 60601

CHECK COVERAGE DESIRED: MEMBER ☐ SPOUSE

☐ $ 5,000 ☐ $25,000
☐ $10,000 ☐ $35,000 ☐ CHILD(REN)
☐ $20,000 ☐ $50,000

BANKERS SECURITY LIFE INSURANCE SOCIETY Home Office: 475 Park Avenue South, New York 10016
Executive Office: 1701 Pennsylvania Avenue, N.W., Washington, D.C. 20006

APPLICATION FOR LIFE INSURANCE

FOR PLAN OF COVERAGE AS REQUESTED Amount $_____

1. Full Name (Print) _____ Sex M ☐ F ☐
2. Address _____ City _____ State _____ Zip Code _____
3. Birth Date – Month _____ Day _____ Year _____ Age _____ Height _____ Weight _____
4. Beneficiary _____ Relationship _____
   Full Name
5a. What is your occupation and principal duties? _____
5b. Are you actively performing all the duties of your occupation or profession? Yes ☐ No ☐
5c. Have you been actively engaged in your occupation or profession on a full-time basis continuously for the past 90 days? Yes ☐ No ☐
5d. Have you been hospitalized during the past six months? Yes ☐ No ☐
6. Is the insurance now applied for intended to replace, in whole or in part, any insurance on the life of the Applicant, your Spouse or other Dependents? Yes ☐ No ☐
7. If spouse or other Dependents are to be covered, give information below:

Name	Relationship	Date of Birth	Name	Relationship	Date of Birth
	SPOUSE				

7a. Has your Spouse been actively employed in his or her usual occupation or profession on a full-time basis for the past 90 days? Yes ☐ No ☐
7b. Has your Spouse been hospitalized during the past six months? Yes ☐ No ☐
8. Have you, your Spouse or any other of your dependents consulted any physician or been hospitalized during the past five years? Yes ☐ No ☐
9. Are you, your Spouse and your other Dependents to the best of your knowledge and belief in good health and free from physical impairment and disease? Yes ☐ No ☐
10. If your answer to question 5b, 5c, 7a and/or 9 is NO, or to questions 5d, 7b and/or 8 YES complete below:

Name	Condition or Ailment and Dates Treated	Type and Nature of Treatment	Name and Address of Attending Physician	Degree of Recovery

I understand that the insurance applied for shall not become effective until this application has been approved by the insurer and my insurance has been issued, and then not as to me if I am not actively engaged in my occupation or profession on a full-time basis, nor as to my dependents if they are hospital confined on the date the insurance would otherwise become effective. "I hereby authorize any licensed physician, medical practitioner, hospital, clinic or other medical or medically related facility, insurance company, the Medical Information Bureau or other organization, institution or person, that has any records or knowledge of me or my dependents, or my health, or my dependents' health, to give to the Bankers Security Life Insurance Society any such information. A photographic copy of this authorization shall be as valid as the original."

Signature X _____ Date _____

GL 76–945

NOTICE REGARDING MEDICAL INFORMATION BUREAU

The underwriting process (evaluation and classification of risks) is necessary to assure a reasonable cost of insurance and provide a mechanism by which each policyholder pays his fair share of the cost. In considering your application, information from various sources is considered, including your own statements, the results of your physical examination (if required), and any reports we receive from doctors or medical facilities where you have been attended.

Information regarding your insurability will be treated as confidential. We may, however, make a brief report thereon to the Medical Information Bureau, a non-profit membership organization of life insurance companies, which operates an exchange on behalf of its members. If you apply to another Bureau member company for life or health insurance coverage, or a claim for benefits is submitted to such a company, the Bureau, upon request, will supply such company with the information it may have in its file.

Upon receipt of a request from you, the Bureau will arrange disclosure of any information it may have in your file. (Medical information will be disclosed only to your attending physician.) If you question the accuracy of information in the Bureau's file, you may contact the Bureau and seek a correction in accordance with the procedures set forth in the Federal Fair Credit Reporting Act. The address of the Bureau's information office is: Post Office Box 105 Essex Station, Boston, Massachusetts, 02112, telephone number (617) 426-3660.

We may also release information in our file to other life insurance companies to which you may apply for life or health insurance, or to which a claim for benefits may be submitted.

The purpose of the Bureau is to protect its members and their policyholdres from the extra expense created by those who omit or conceal information relevant to their insurability. Information furnished by the Bureau may serve to alert the company to a need for further investigation, but cannot be used either wholly or partly as the basis for increasing the charge for or denying the issuance of insurance or for any underwriting decision regarding the action taken on an application (i.e. whether accepted standard, accepted with

Coded track circuits

As has already been shown, the master transformer supplies an a-c. output whose frequency corresponds with that of the code being transmitted. A decoding unit when connected to the master transformer provides a means of identifying the code being transmitted, as the fundamental characteristic of a decoding unit is that it will pass energy to pick up the relay connected to it when the input energy is supplied at the frequency for which the decoding unit was designed and tuned, such as 120 or 180 cycles per minute.

As shown in the simplified operational diagram, Figure 407, the decoding unit contains a transformer, a condenser, and a full-wave copper-oxide rectifier. The condenser is connected in series between the secondary of the master transformer and the primary of the reactive transformer in the decoder. The rectifier is connected across the secondary coil of the decoder transformer to convert the a-c. output to direct current to operate a d-c. relay.

In order to understand why the 180-code decoder, for example, will pick up its associated relay when it is supplied by the master transformer with 180-cycle-per-minute alternating current and yet will not pick up its relay in response to 75- or 120-cycle-per-minute alternating current, it is necessary to consider briefly the fundamentals of series resonance.

The circuit within a decoding unit includes a coil having an iron core (the primary of the decoding-unit transfomer), which is an inductance, connected in series with a condenser or capacitor. When the master decoding transformer is operating at the specific frequency to which a given decoding unit has been adjusted, the master decoding transformer will supply to that decoding unit more current than at any other frequency.

If the frequency of the master decoding transformer output is below that for which the decoder circuit is tuned, the greatest opposition to the flow of current through the circuit is the capacitive reactance of the condenser, since capacitive reactance increases as the frequency decreases. If the frequency of the master transformer output is too high, the current flow is restricted by the reactance of the coil, since inductive reactance increases as the frequency increases.

At a certain frequency between these high and low points the inductive reactance will be equal to the capacitive reactance. For the 180-code decoder, for example, this frequency is 180 cycles per minute. This is the resonant frequency of the circuit. Since the inductive reactance in the circuit produces a positive effect, and the capacitive reactance produces a negative effect, they cancel each other when they become equal in amount. This leaves the resistance of the circuit as the only opposition to the flow of current. Under this condition, the current through the decoding unit is at its maximum and of sufficient value so that the secondary output of the decoding-unit transformer will pick up its associated relay as shown by the graph in Figure 408.

Reference to the graph will show how even a small deviation from the 180-code rate will sharply decrease the output of the decoding unit so that it does not pick up its associated relay. When the master decoding transformer output is 75 or 120 cycles per minute, for example, the capacitive reactance of the 180-code decoding unit is far too high to permit sufficient current to flow through it and produce an output that will pick up its relay.

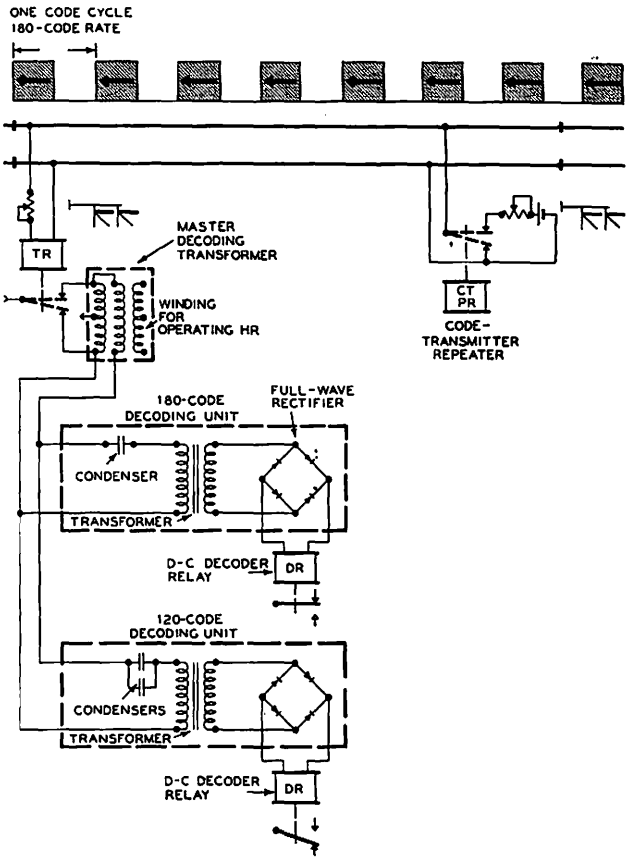


Fig. 407: Simplified diagram showing decoding operation.

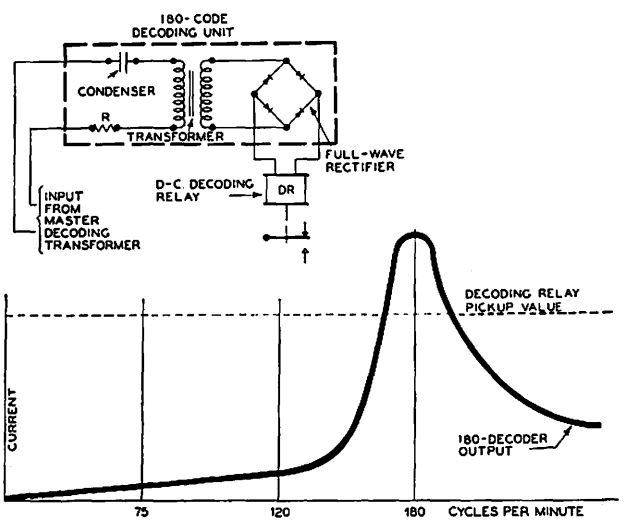
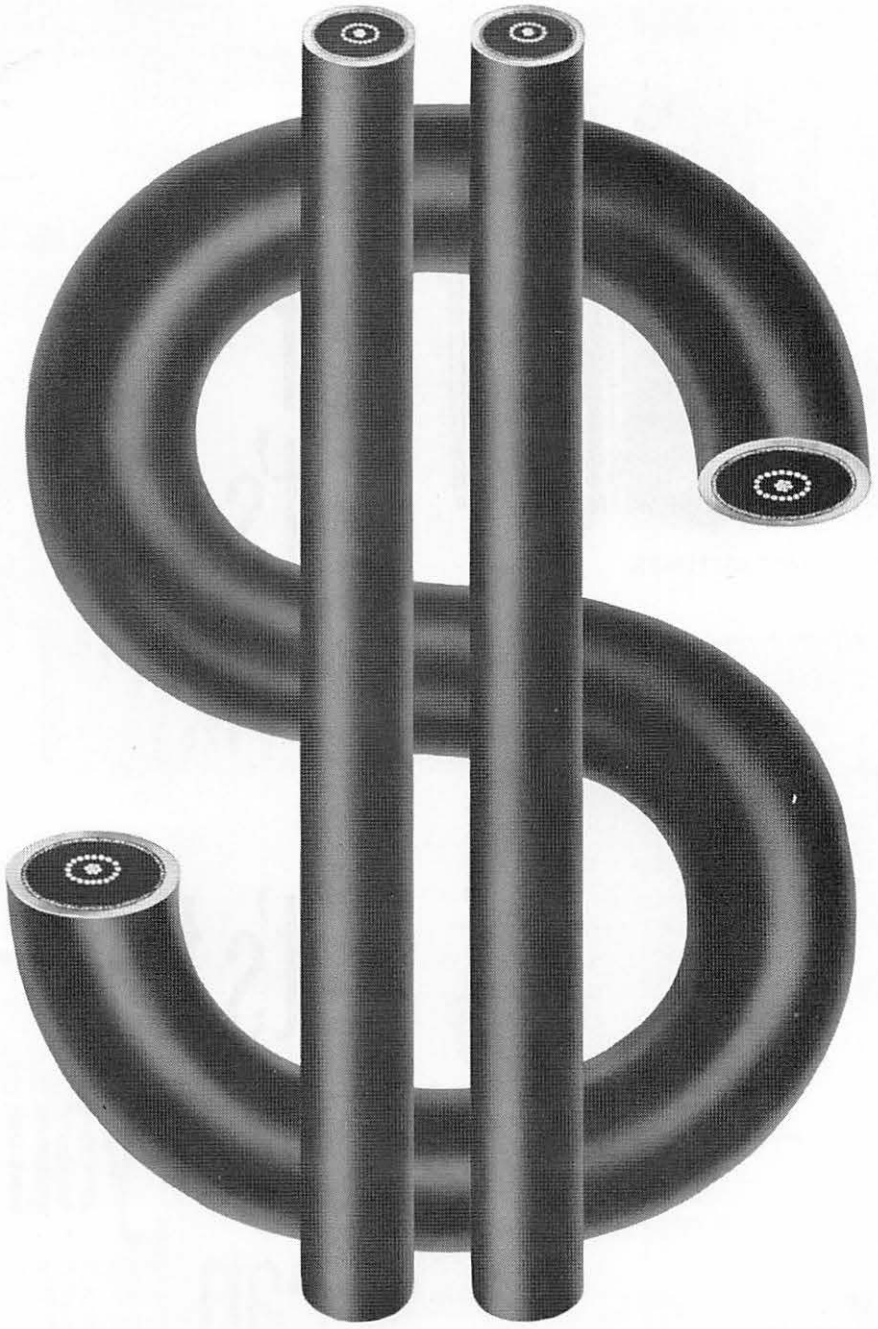


Fig. 408: Circuit diagram of decoding unit and graph of decoder output current in relation to frequency of input current from master decoding transformer



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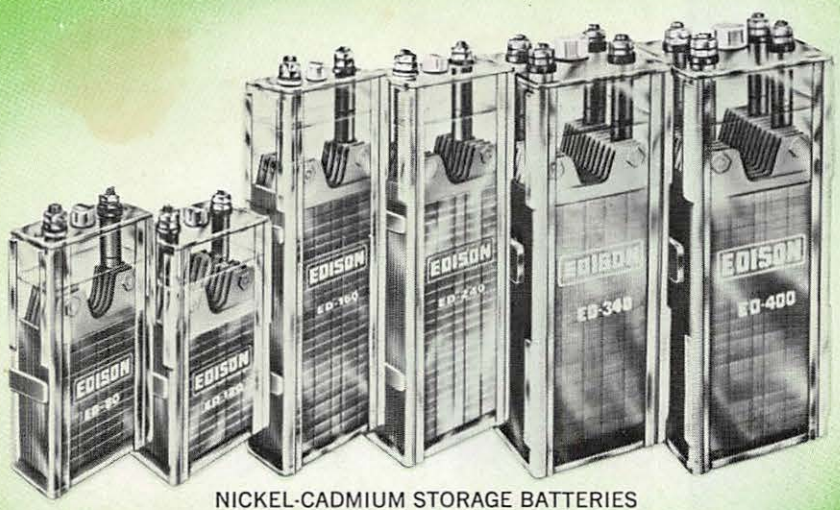

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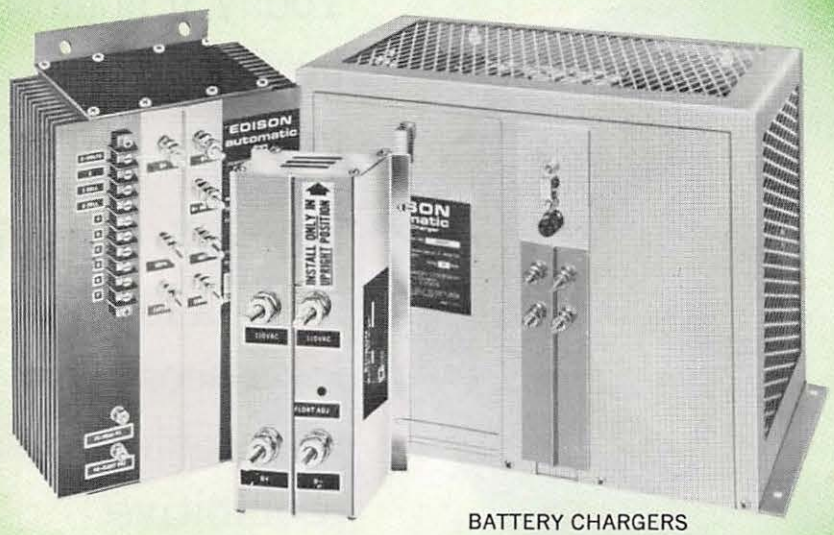

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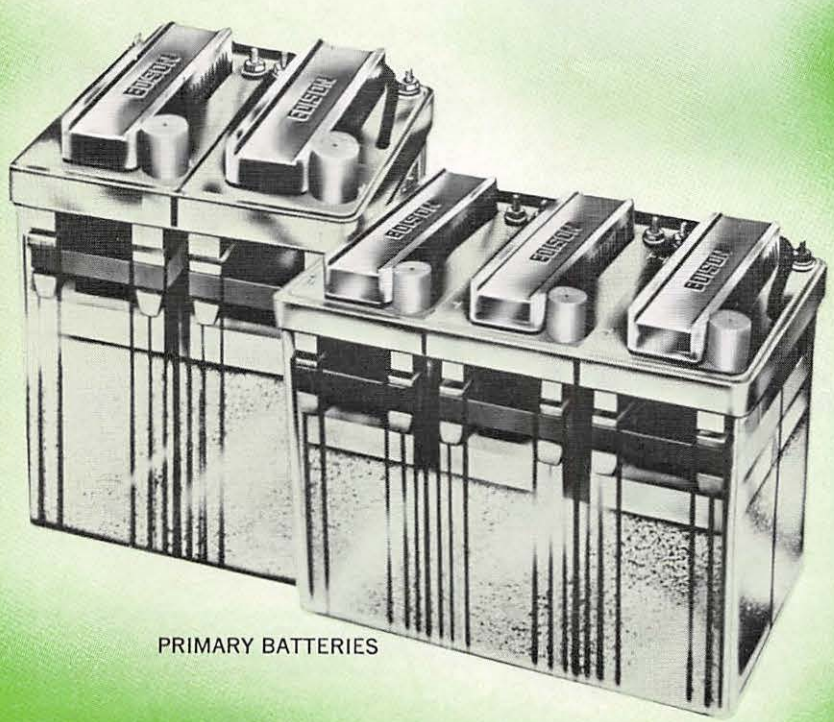

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